



INSTITUTE OF BUSINESS ETHICS – ETHICS AT WORK SURVEY 2018

Methodology: ComRes surveyed 764 working adults in the United Kingdom online between 5th and 25th February 2018. Data were weighted to be representative of all working adults in the United Kingdom by age, gender and region.

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Four Millbank | London | SW1P 3JA | T. +44 (0)20 7871 8660

Rond-Point Schuman / Schumanplein 6 | Box 5 | 1040 Bruxelles | T. +32 (0)2 234 63 82

51/F Raffles City | No.268 Xi Zang Middle Road | HuangPu District Shanghai | 200001 China | T. +86 (0)21 2312 7674

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D3UK. In which area do you live?

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
North East	32 4%	14 3%	18 5%	- -	15 5%	10 3%	7 5%	- -	32 9%	- -	- -	23 4%	9 4%	12 4%	19 4%	5 2%	27 6%	13 3%	19 5%
North West	82 11%	45 11%	38 10%	- -	31 12%	37 11%	13 9%	- -	82 23%	- -	- -	57 10%	25 12%	29 9%	53 12%	37 12%	45 10%	38 10%	44 11%
Yorkshire and the Humber	62 8%	32 8%	30 8%	- -	21 8%	27 8%	15 10%	- -	62 17%	- -	- -	38 7%	24 12%	24 8%	38 8%	20 7%	42 9%	28 7%	35 9%
West Midlands	66 9%	41 10%	24 7%	- -	21 8%	32 9%	12 9%	- -	66 18%	- -	- -	51 9%	14 7%	32 10%	34 8%	19 6%	46 10%	33 9%	33 9%
East Midlands	55 7%	26 6%	29 8%	- -	20 7%	28 8%	8 6%	- -	55 15%	- -	- -	38 7%	17 9%	26 8%	30 7%	26 8%	30 7%	29 8%	26 7%
East of England	67 9%	41 10%	25 7%	- -	12 5%	40 11%	14 10%	- -	67 18%	- -	- -	53 10%	13 7%	31 10%	36 8%	24 8%	43 9%	29 8%	38 10%
South East	115 15%	54 13%	60 17%	- -	41 15%	48 14%	26 18%	- -	- -	115 41%	- -	86 15%	29 14%	44 14%	71 16%	58 19%	57 13%	61 16%	54 14%
London	105 14%	62 15%	43 12%	- -	49 18%	45 13%	11 8%	- -	- -	105 37%	- -	83 15%	22 11%	47 15%	58 13%	52 17%	53 12%	64 17%	41 11%
South West	63 8%	34 8%	29 8%	- -	22 8%	29 8%	13 9%	- -	- -	63 22%	- -	46 8%	17 8%	28 9%	36 8%	26 8%	37 8%	27 7%	36 9%
Wales	35 5%	15 4%	20 6%	- -	14 5%	14 4%	7 5%	- -	- -	- -	35 30%	26 5%	9 4%	15 5%	20 4%	11 4%	24 5%	18 5%	17 4%
Scotland	61 8%	25 6%	36 10%	- -	20 7%	26 7%	15 11%	- -	- -	- -	61 52%	43 8%	19 9%	22 7%	39 9%	21 7%	40 9%	27 7%	34 9%



Ethics at Work survey 2018 - Global research

D3UK. In which area do you live?

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Northern Ireland	21	16	5	-	3	15	3	-	-	-	21	17	4	7	14	12	9	15	6
	3%	4%	1%	-	1%	4%	2%	-	-	-	18%	3%	2%	2%	3%	4%	2%	4%	2%
		b				a				ab								b	
Net: North	176	90	86	-	67	75	35	-	176	-	-	118	59	66	110	62	114	79	98
	23%	22%	24%	-	25%	21%	24%	-	48%	-	-	21%	29%	21%	25%	20%	25%	21%	26%
						a			bc			a							
Net: Midlands and East	187	109	79	-	53	100	34	-	187	-	-	143	45	88	99	69	118	91	97
	25%	27%	22%	-	20%	29%	24%	-	52%	-	-	25%	22%	28%	22%	22%	26%	24%	25%
						a			bc										
Net: London and South	283	150	133	-	112	121	50	-	-	283	-	215	68	118	165	136	146	152	131
	37%	37%	37%	-	42%	34%	35%	-	-	100%	-	38%	34%	37%	37%	44%	32%	40%	34%
									ac							b			
Net: Wales	35	15	20	-	14	14	7	-	-	-	35	26	9	15	20	11	24	18	17
	5%	4%	6%	-	5%	4%	5%	-	-	-	30%	5%	4%	5%	4%	4%	5%	5%	4%
										ab									
Net: Scotland	61	25	36	-	20	26	15	-	-	-	61	43	19	22	39	21	40	27	34
	8%	6%	10%	-	7%	7%	11%	-	-	-	52%	8%	9%	7%	9%	7%	9%	7%	9%
			a							ab									
Net: Northern Ireland	21	16	5	-	3	15	3	-	-	-	21	17	4	7	14	12	9	15	6
	3%	4%	1%	-	1%	4%	2%	-	-	-	18%	3%	2%	2%	3%	4%	2%	4%	2%
		b				a				ab								b	
Net: North and Central England	364	199	165	-	119	175	69	-	364	-	-	261	103	154	210	132	232	169	194
	48%	49%	46%	-	45%	50%	48%	-	100%	-	-	46%	51%	49%	47%	42%	51%	44%	51%
									bc							a			
Net: London and South England	283	150	133	-	112	121	50	-	-	283	-	215	68	118	165	136	146	152	131
	37%	37%	37%	-	42%	34%	35%	-	-	100%	-	38%	34%	37%	37%	44%	32%	40%	34%
										ac						b			
Net: Scotland, Wales and NI	118	56	61	-	37	56	25	-	-	-	118	86	31	44	74	44	73	60	57
	15%	14%	17%	-	14%	16%	17%	-	-	-	100%	15%	15%	14%	16%	14%	16%	16%	15%
										ab									



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D3UK. In which area do you live?

BASE: All respondents

	Sector							Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
North East	32 4%	4 2%	5 4%	3 4%	5 4%	14 7%	- a	2 4%	11 6%	5 3%	5 3%	8 5%	17 5%	13 4%	8 4%	21 4%	2 3%	3 3%	27 4%
North West	82 11%	15 8%	20 15%	9 12%	15 11%	19 9%	5 16%	9 16%	15 8%	19 11%	25 13%	14 10%	33 9%	39 11%	18 10%	59 11%	4 7%	9 10%	70 11%
Yorkshire and the Humber	62 8%	14 8%	17 13%	5 7%	8 6%	16 8%	1 3%	5 9%	13 7%	22 bdg	10 5%	11 8%	36 10%	21 6%	14 8%	41 8%	7 12%	10 11%	48 8%
West Midlands	66 9%	21 12%	10 8%	2 3%	12 9%	20 9%	- -	4 7%	11 6%	15 9%	18 9%	17 11%	27 7%	35 10%	14 8%	45 9%	6 10%	8 9%	54 9%
East Midlands	55 7%	17 10%	11 9%	4 6%	5 4%	16 8%	1 3%	2 4%	22 11%	6 4%	11 6%	14 10%	28 8%	26 7%	18 9%	34 7%	4 7%	9 10%	44 7%
East of England	67 9%	19 11%	13 10%	6 8%	10 7%	17 8%	1 3%	3 5%	21 10%	12 8%	19 9%	12 8%	33 9%	31 9%	16 9%	42 8%	8 13%	5 6%	59 9%
South East	115 15%	26 15%	13 10%	12 16%	25 18%	32 15%	7 22%	14 24%	30 15%	22 14%	32 16%	17 11%	52 14%	49 14%	22 12%	87 17%	6 9%	6 6%	107 17%
London	105 14%	14 8%	16 12%	12 16%	26 19%	31 14%	7 21%	3 5%	27 14%	23 14%	34 17%	18 12%	50 14%	52 15%	32 17%	61 12%	12 19%	18 19%	73 12%
South West	63 8%	15 9%	11 8%	10 13%	13 10%	12 5%	3 9%	9 15%	21 11%	10 6%	17 9%	6 4%	31 9%	23 7%	13 7%	46 9%	5 8%	6 6%	55 9%
Wales	35 5%	11 6%	2 2%	3 4%	5 4%	14 7%	- -	2 3%	8 4%	10 6%	7 4%	8 5%	18 5%	15 4%	10 5%	23 4%	2 3%	5 5%	29 5%
Scotland	61 8%	12 7%	12 9%	7 9%	11 8%	15 7%	5 16%	5 9%	8 4%	16 10%	15 8%	17 11%	24 7%	32 9%	12 6%	47 9%	2 3%	9 10%	50 8%



Ethics at Work survey 2018 - Global research

D3UK. In which area do you live?

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Northern Ireland	21 3%	8 5%	1 1%	1 1%	2 2%	7 3%	2 6% b	- -	10 5% c	1 1%	5 3%	5 3%	11 3%	10 3%	7 4%	11 2%	3 5%	3 3%	16 3%
Net: North	176 23%	33 19%	42 32% ad	17 23%	28 21%	49 23%	6 19%	16 28%	40 20%	46 28%	40 20%	34 23%	86 24%	74 21%	41 22%	122 23%	14 22%	23 25%	144 23%
Net: Midlands and East	187 25%	57 32% cdf	35 27% f	12 17%	27 20%	54 25% f	2 7%	9 16%	53 27%	34 21%	48 24%	44 29% a	87 24%	91 26%	48 26%	121 23%	19 30%	23 25%	157 25%
Net: London and South	283 37%	55 31%	39 30%	33 45% ab	64 47% abe	75 35% f	17 52% ab	26 44% e	78 40% e	55 34%	83 42% e	41 28%	133 37% e	124 36%	66 36%	194 37%	23 36%	29 32%	235 37%
Net: Wales	35 5%	11 6% b	2 2%	3 4%	5 4%	14 7% b	- -	2 3%	8 4%	10 6%	7 4%	8 5%	18 5%	15 4%	10 5%	23 4%	2 3%	5 5%	29 5%
Net: Scotland	61 8%	12 7%	12 9%	7 9%	11 8%	15 7%	5 16%	5 9%	8 4%	16 10% b	15 8%	17 11% b	24 7%	32 9% b	12 6%	47 9%	2 3%	9 10%	50 8%
Net: Northern Ireland	21 3%	8 5%	1 1%	1 1%	2 2%	7 3%	2 6% b	- -	10 5% c	1 1%	5 3%	5 3%	11 3%	10 3%	7 4%	11 2%	3 5%	3 3%	16 3%
Net: North and Central England	364 48%	90 51% f	77 59% cdf	30 40%	56 41%	103 48% f	8 26%	26 44%	93 47%	80 49%	88 44%	77 52%	173 48%	165 48%	89 48%	242 47%	32 52%	45 49%	301 48%
Net: London and South England	283 37%	55 31%	39 30%	33 45% ab	64 47% abe	75 35% f	17 52% ab	26 44% e	78 40% e	55 34%	83 42% e	41 28%	133 37% e	124 36%	66 36%	194 37%	23 36%	29 32%	235 37%
Net: Scotland, Wales and NI	118 15%	31 18%	15 11%	11 15%	18 13%	36 17%	7 22%	7 12%	26 13%	28 17%	27 14%	30 20%	54 15%	57 16%	29 16%	82 16%	7 11%	17 19%	96 15%



Ethics at Work survey 2018 - Global research

D3UK. In which area do you live?

BASE: All respondents

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
North East	32 4%	4 2%	18 4%	8 5%	- -	16 4%	6 3%	10 6%	3 3%	11 4%	26 4%	1 1%
North West	82 11%	13 8%	60 12%	23 13%	3 12%	34 8%	17 8%	16 9%	15 16% ab	22 7%	54 9%	17 18% ab
Yorkshire and the Humber	62 8%	21 13% b	37 7%	15 9%	1 4%	34 8%	25 11% c	8 5%	10 10%	27 9%	55 9%	6 6%
West Midlands	66 9%	18 10%	41 8%	15 9%	3 12%	39 10%	24 10%	16 9%	5 5%	29 10%	58 9%	4 4%
East Midlands	55 7%	20 12% b	28 6%	11 6%	1 4%	30 7%	17 8%	12 7%	4 4%	19 7%	49 8%	5 5%
East of England	67 9%	10 6%	43 9%	10 6%	2 8%	35 8%	16 7%	19 10%	10 11%	24 8%	53 9%	8 9%
South East	115 15%	16 9%	85 17% a	26 15%	1 4%	72 18%	41 18%	31 17%	12 12%	52 18%	93 15%	15 16%
London	105 14%	37 22% b	56 11%	13 7%	9 34%	52 13%	34 15%	18 10%	14 14%	40 14%	88 14%	7 7%
South West	63 8%	9 5%	44 9%	12 7%	5 19%	33 8%	17 8%	16 9%	9 9%	24 8%	43 7%	15 16% ab
Wales	35 5%	8 5%	23 5%	9 5%	- -	21 5%	12 5%	9 5%	4 4%	14 5%	26 4%	7 7%
Scotland	61 8%	7 4%	46 9% a	28 16%	- -	34 8%	14 6%	20 11%	8 8%	19 6%	51 8%	5 5%
Northern Ireland	21 3%	6 4%	13 3%	1 1%	1 4%	12 3%	5 2%	7 4%	4 4%	8 3%	13 2%	5 5%
Net: North	176 23%	39 23%	116 23%	46 27%	4 16%	84 20%	49 21%	35 19%	29 29%	60 21%	135 22%	24 26%
Net: Midlands and East	187 25%	48 28%	111 22%	37 21%	6 24%	104 25%	57 25%	47 26%	19 20%	72 25%	160 26%	17 18%

Ethics at Work survey 2018 - Global research

D3UK. In which area do you live?

BASE: All respondents

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
	a	b	a	*b	a	b	c	d	a	b	c	
Significance Level: 95%												
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: London and South	283	62	185	50	15	157	93	64	34	116	224	37
	37%	36%	37%	29%	57%	38%	40%	35%	35%	40%	37%	39%
Net: Wales	35	8	23	9	-	21	12	9	4	14	26	7
	5%	5%	5%	5%	-	5%	5%	5%	4%	5%	4%	7%
Net: Scotland	61	7	46	28	-	34	14	20	8	19	51	5
	8%	4%	9%	16%	-	8%	6%	11%	8%	6%	8%	5%
			a									
Net: Northern Ireland	21	6	13	1	1	12	5	7	4	8	13	5
	3%	4%	3%	1%	4%	3%	2%	4%	4%	3%	2%	5%
Net: North and Central England	364	86	227	83	10	187	106	81	48	132	295	42
	48%	51%	46%	48%	39%	46%	46%	45%	49%	46%	48%	43%
Net: London and South England	283	62	185	50	15	157	93	64	34	116	224	37
	37%	36%	37%	29%	57%	38%	40%	35%	35%	40%	37%	39%
Net: Scotland, Wales and NI	118	21	82	38	1	67	31	36	16	41	91	17
	15%	13%	17%	22%	4%	16%	13%	20%	16%	14%	15%	18%

Ethics at Work survey 2018 - Global research

D1. How do you identify?

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Male	405	405	-	-	88	228	89	-	199	150	56	346	58	135	270	208	197	235	170
	53%	100%	-	-	33%	65%	61%	-	55%	53%	48%	62%	29%	43%	60%	66%	44%	61%	45%
		b				a	a					b		a	b		b		
Female	359	-	359	-	180	123	56	-	165	133	61	215	144	180	179	105	254	147	212
	47%	-	100%	-	67%	35%	39%	-	45%	47%	52%	38%	71%	57%	40%	34%	56%	39%	55%
			a		bc							a		b		a		a	
I identify another way	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



Ethics at Work survey 2018 - Global research

D1. How do you identify?

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Total	a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Male	405 53%	130 74%	51 39%	38 52%	77 56%	85 40%	23 72%	33 56%	105 53%	88 54%	108 55%	71 48%	193 54%	179 52%	107 58%	263 51%	35 57%	50 54%	338 54%
		bcde			be		be												
Female	359 47%	46 26%	80 61%	35 48%	61 44%	129 60%	9 28%	26 44%	92 47%	74 46%	90 45%	77 52%	166 46%	167 48%	78 42%	254 49%	27 43%	42 46%	293 46%
			adf	a	a	adf													
I identify another way	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



Ethics at Work survey 2018 - Global research

D1. How do you identify?

BASE: All respondents

Significance Level: 95%

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
	a	b	a	*b	a	b	c	d	a	b	c	
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Male	405	92	268	91	16	213	114	100	56	154	313	57
	53%	54%	54%	53%	62%	52%	50%	55%	57%	53%	51%	60%
Female	359	77	227	80	10	198	116	82	42	134	297	39
	47%	46%	46%	47%	38%	48%	50%	45%	43%	47%	49%	40%
I identify another way	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-

Ethics at Work survey 2018 - Global research

D2. How old are you?

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
18-24	93	27	66	-	93	-	-	-	41	40	12	64	29	49	44	19	74	37	56
	12%	7%	18%	-	35%	-	-	-	11%	14%	10%	11%	14%	15%	10%	6%	16%	10%	15%
			a		bc									b		a		a	
25-34	175	61	114	-	175	-	-	-	78	72	25	137	38	91	84	70	105	97	78
	23%	15%	32%	-	65%	-	-	-	21%	25%	21%	24%	19%	29%	19%	22%	23%	26%	20%
			a		bc									b					
35-44	167	96	71	-	-	167	-	-	79	62	26	128	38	68	99	82	85	92	74
	22%	24%	20%	-	-	47%	-	-	22%	22%	22%	23%	19%	22%	22%	26%	19%	24%	19%
						ac									b				
45-54	185	132	53	-	-	185	-	-	96	59	30	144	41	67	118	73	112	92	93
	24%	33%	15%	-	-	53%	-	-	26%	21%	25%	26%	20%	21%	26%	23%	25%	24%	24%
		b				ac													
55-64	115	67	48	-	-	-	115	-	59	35	21	75	40	31	84	53	62	49	66
	15%	17%	13%	-	-	-	80%	-	16%	13%	18%	13%	20%	10%	19%	17%	14%	13%	17%
							ab						a		a				
65+	29	22	7	-	-	-	29	-	10	15	4	13	16	9	20	15	14	13	16
	4%	5%	2%	-	-	-	20%	-	3%	5%	4%	2%	8%	3%	4%	5%	3%	3%	4%
		b					ab						a						
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: 18-34	268	88	180	-	268	-	-	-	119	112	37	201	68	140	128	89	179	134	134
	35%	22%	50%	-	100%	-	-	-	33%	40%	31%	36%	33%	44%	29%	28%	40%	35%	35%
			a		bc									b		a			
Net: 35-54	351	228	123	-	-	351	-	-	175	121	56	272	79	135	217	155	197	185	167
	46%	56%	34%	-	-	100%	-	-	48%	43%	47%	49%	39%	43%	48%	50%	43%	48%	44%
		b				ac						b							
Net: 55+	144	89	56	-	-	-	144	-	69	50	25	88	56	41	104	68	76	63	82
	19%	22%	15%	-	-	-	100%	-	19%	18%	21%	16%	28%	13%	23%	22%	17%	16%	21%
		b					ab					a		a					



Ethics at Work survey 2018 - Global research

D2. How old are you?

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
18-24	93 12%	13 7%	27 21%	11 15%	16 12%	22 10%	4 13%	1 2%	23 12%	29 18%	22 11%	18 12%	53 15%	40 11%	23 13%	61 12%	9 15%	13 14%	73 12%
25-34	175 23%	30 17%	38 29%	9 12%	40 29%	51 24%	5 16%	3 5%	48 25%	44 27%	47 24%	32 22%	92 26%	80 23%	47 25%	111 21%	17 27%	38 41%	124 20%
35-44	167 22%	47 27%	22 17%	19 26%	26 19%	46 21%	7 23%	14 25%	38 19%	29 18%	50 25%	35 23%	67 19%	85 25%	40 22%	109 21%	18 29%	15 16%	141 22%
45-54	185 24%	46 26%	27 21%	19 26%	28 20%	57 27%	9 27%	13 22%	47 24%	31 19%	54 28%	40 27%	78 22%	94 27%	51 28%	120 23%	14 23%	19 20%	158 25%
55-64	115 15%	34 19%	16 12%	13 17%	17 12%	29 14%	7 22%	24 41%	30 15%	23 14%	20 10%	19 13%	53 15%	39 11%	18 10%	95 18%	3 5%	6 6%	107 17%
65+	29 4%	6 3%	1 1%	3 5%	11 8%	8 4%	- -	3 6%	10 5%	7 4%	4 2%	5 3%	17 5%	9 3%	6 3%	22 4%	1 1%	2 2%	27 4%
Prefer not to say	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Net: 18-34	268 35%	44 25%	66 50%	20 27%	56 41%	73 34%	9 28%	4 7%	72 36%	73 45%	69 35%	50 34%	145 40%	120 35%	70 38%	172 33%	26 42%	51 55%	197 31%
Net: 35-54	351 46%	92 53%	49 37%	38 51%	54 39%	103 48%	16 50%	27 47%	85 43%	60 37%	105 53%	74 50%	145 40%	179 52%	91 49%	228 44%	32 52%	33 36%	300 47%
Net: 55+	144 19%	40 23%	17 13%	16 22%	27 20%	38 18%	7 22%	27 46%	40 20%	29 18%	24 12%	24 16%	70 19%	48 14%	24 13%	117 23%	4 6%	8 8%	135 21%



Ethics at Work survey 2018 - Global research

D2. How old are you?

BASE: All respondents

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Significance Level: 95%												
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
18-24	93	37	41	17	4	60	41	19	9	41	84	5
	12%	22%	8%	10%	15%	15%	18%	10%	9%	14%	14%	5%
		b					cd			c	c	
25-34	175	54	93	23	10	99	52	46	17	70	150	10
	23%	32%	19%	14%	38%	24%	23%	25%	18%	24%	25%	10%
		b								c	c	
35-44	167	27	121	33	9	89	45	44	21	64	135	22
	22%	16%	25%	19%	36%	22%	20%	24%	21%	22%	22%	23%
			a									
45-54	185	31	128	47	2	88	47	41	33	76	145	23
	24%	18%	26%	28%	7%	21%	21%	23%	34%	26%	24%	24%
			a						abc			
55-64	115	14	90	39	1	55	28	27	16	29	73	28
	15%	8%	18%	23%	4%	13%	12%	15%	16%	10%	12%	30%
			a									ab
65+	29	7	21	12	-	20	15	5	2	8	22	7
	4%	4%	4%	7%	-	5%	7%	3%	2%	3%	4%	7%
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Net: 18-34	268	91	134	40	14	159	93	65	26	111	234	15
	35%	54%	27%	23%	54%	39%	41%	36%	27%	39%	38%	16%
		b				d	d			c	c	
Net: 35-54	351	58	250	80	11	177	93	85	54	140	280	46
	46%	34%	51%	47%	43%	43%	40%	47%	55%	49%	46%	48%
			a						ab			
Net: 55+	144	21	110	51	1	75	43	32	18	37	96	35
	19%	12%	22%	30%	4%	18%	19%	17%	18%	13%	16%	37%
			a									ab

Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Agriculture, forestry and fishing	11 1%	6 1%	5 1%	- -	2 1%	7 2%	2 1%	- -	4 1%	6 2%	1 1%	10 2%	1 *	4 1%	7 2%	4 1%	7 2%	5 1%	6 2%
Production (e.g. manufacturing, utilities and mining)	49 6%	33 8%	16 4%	- -	8 3%	32 9%	9 6%	- -	26 7%	8 3%	15 13%	42 7%	7 3%	10 3%	39 9%	20 7%	29 6%	26 7%	23 6%
Construction	48 6%	40 10%	8 2%	- -	18 7%	20 6%	10 7%	- -	22 6%	21 7%	5 4%	43 8%	5 2%	14 5%	33 7%	29 9%	18 4%	31 8%	17 4%
Property (e.g. real estate)	7 1%	2 *	5 1%	- -	2 1%	2 1%	3 2%	- -	5 1%	1 *	1 1%	5 1%	2 1%	1 *	6 1%	6 2%	1 *	4 1%	3 1%
Motor trades	10 1%	7 2%	3 1%	- -	1 *	4 1%	5 3%	- -	4 1%	4 1%	2 2%	6 1%	4 2%	1 *	9 2%	3 1%	7 2%	4 1%	6 1%
Wholesale	25 3%	17 4%	8 2%	- -	11 4%	10 3%	4 3%	- -	15 4%	8 3%	3 3%	18 3%	7 4%	4 1%	21 5%	12 4%	13 3%	16 4%	9 2%
Retail	124 16%	49 12%	75 21%	- -	64 24%	47 13%	14 9%	- -	72 20%	38 13%	14 12%	69 12%	55 27%	56 18%	67 15%	38 12%	86 19%	53 14%	71 18%
Transport and storage (inc. postal)	33 4%	27 7%	6 2%	- -	3 1%	19 5%	11 7%	- -	19 5%	9 3%	5 4%	30 5%	3 1%	6 2%	27 6%	11 4%	22 5%	12 3%	21 5%
Accommodation and food services	29 4%	13 3%	16 4%	- -	10 4%	12 3%	6 4%	- -	15 4%	11 4%	3 2%	23 4%	6 3%	9 3%	20 4%	14 4%	15 3%	18 5%	11 3%
Information and communication	32 4%	23 6%	9 2%	- -	9 3%	16 5%	7 5%	- -	8 2%	17 6%	7 6%	24 4%	8 4%	5 2%	27 6%	20 6%	12 3%	20 5%	12 3%
Finance and insurance	38 5%	24 6%	14 4%	- -	15 6%	18 5%	4 3%	- -	15 4%	17 6%	6 5%	36 6%	2 1%	4 1%	34 8%	20 6%	18 4%	19 5%	19 5%

Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Business administration and support services	35	14	21	-	16	12	7	-	15	16	3	27	8	8	27	14	21	18	17
	5%	4%	6%	-	6%	3%	5%	-	4%	6%	3%	5%	4%	3%	6% a	4%	5%	5%	4%
Professional, scientific and technical	65	38	26	-	25	23	16	-	25	31	9	52	13	13	52	32	33	39	25
	8%	9%	7%	-	9%	7%	11%	-	7%	11%	7%	9%	6%	4%	12% a	10%	7%	10%	7%
Public administration and defence	43	26	17	-	9	23	10	-	18	18	6	36	7	43	-	17	26	18	25
	6%	6%	5%	-	3%	7%	7%	-	5%	6%	5%	6%	3%	13% b	-	5%	6%	5%	6%
Education	88	32	55	-	28	43	17	-	45	30	13	54	34	72	16	28	60	42	45
	11%	8%	15% a	-	10%	12%	12%	-	12%	11%	11%	10%	17% a	23% b	4%	9%	13%	11%	12%
Health	84	26	57	-	36	37	10	-	40	27	17	59	25	53	31	19	65	41	43
	11%	7%	16% a	-	13%	11%	7%	-	11%	9%	15%	11%	12%	17% b	7%	6%	14% a	11%	11%
Arts, entertainment, recreation and other services	45	25	20	-	10	25	10	-	14	22	8	28	17	12	33	24	21	15	30
	6%	6%	5%	-	4%	7%	7%	-	4%	8% a	7%	5%	8%	4%	7% a	8%	5%	4%	8% a
Net: Manufacturing, Wholesale and Production	176	130	46	-	44	92	40	-	90	55	31	149	27	40	136	80	96	94	82
	23%	32% b	13%	-	16%	26% a	28% a	-	25%	19%	27%	27% b	13%	13%	30% a	26%	21%	25%	21%
Net: Retail and Sales	131	51	80	-	66	49	17	-	77	39	15	74	57	57	74	44	87	57	74
	17%	13%	22% a	-	24% bc	14%	11%	-	21% bc	14%	13%	13%	28% a	18%	16%	14%	19%	15%	19%
Net: Recreation and Other Services	74	38	35	-	20	38	16	-	30	33	11	51	23	21	52	38	36	33	41
	10%	10%	10%	-	7%	11%	11%	-	8%	12%	9%	9%	11%	7%	12% a	12%	8%	9%	11%
Net: Finance, Business and Professional Services	138	77	61	-	56	54	27	-	56	64	18	115	22	25	113	66	71	77	61
	18%	19%	17%	-	21%	15%	19%	-	15%	23% a	15%	21% b	11%	8%	25% a	21%	16%	20%	16%

Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: Public Services inc. Education and Health	214	85	129	-	73	103	38	-	103	75	36	149	65	167	47	64	150	101	113
	28%	21%	36%	-	27%	29%	26%	-	28%	26%	30%	26%	32%	53%	10%	21%	33%	26%	30%
			a											b		a			
Net: Information and Communication	32	23	9	-	9	16	7	-	8	17	7	24	8	5	27	20	12	20	12
	4%	6%	2%	-	3%	5%	5%	-	2%	6%	6%	4%	4%	2%	6%	6%	3%	5%	3%
		b							a	a				a	b				

Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Agriculture, forestry and fishing	11 1%	11 6%	-	-	-	-	-	1 2%	6 3%	3 2%	1 1%	-	9 2%	1 *	5 3%	6 1%	-	3 3%	7 1%
		bcde							eg				g						
Production (e.g. manufacturing, utilities and mining)	49 6%	49 28%	-	-	-	-	-	2 3%	10 5%	16 10%	9 5%	11 8%	26 7%	21 6%	13 7%	32 6%	4 7%	6 7%	42 7%
		bcdef								d									
Construction	48 6%	48 27%	-	-	-	-	-	5 9%	25 13%	7 4%	7 4%	3 2%	33 9%	10 3%	8 4%	36 7%	3 5%	7 8%	38 6%
		bcdef						eg	cdeg				deg						
Property (e.g. real estate)	7 1%	-	7 5%	-	-	-	-	2 3%	3 2%	-	2 1%	-	3 1%	2 1%	1 1%	5 1%	1 2%	-	6 1%
			acde					ceg											
Motor trades	10 1%	10 5%	-	-	-	-	-	2 3%	5 2%	1 1%	1 1%	1 1%	6 2%	2 1%	-	8 1%	2 3%	1 1%	9 1%
		bcde															a		
Wholesale	25 3%	25 14%	-	-	-	-	-	-	10 5%	5 3%	9 5%	1 1%	15 4%	10 3%	7 4%	16 3%	2 3%	3 3%	18 3%
		bcdef							e		e		e						
Retail	124 16%	-	124 95%	-	-	-	-	11 19%	22 11%	22 14%	25 13%	44 29%	44 12%	69 20%	31 17%	79 15%	14 23%	18 20%	94 15%
			acdef									bcdfg	bdf						
Transport and storage (inc. postal)	33 4%	33 19%	-	-	-	-	-	2 3%	6 3%	5 3%	10 5%	10 7%	11 3%	20 6%	9 5%	19 4%	5 8%	3 3%	29 5%
		bcdef																	
Accommodation and food services	29 4%	-	-	29 39%	-	-	-	-	17 9%	3 2%	3 1%	6 4%	20 5%	9 3%	8 4%	21 4%	-	1 1%	27 4%
				abdef					acd				d						



Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Information and communication	32 4%	- -	- -	- -	- -	- -	32 100%	3 5%	8 4%	10 6%	8 4%	3 2%	18 5%	11 3%	6 3%	24 5%	2 3%	4 4%	28 4%
Finance and insurance	38 5%	- -	- -	- -	38 28%	- -	- -	- -	5 2%	3 2%	20 10%	10 7%	8 2%	30 9%	11 6%	27 5%	- -	8 9%	29 5%
Business administration and support services	35 5%	- -	- -	- -	35 25%	- -	- -	3 5%	5 2%	8 5%	15 8%	4 3%	13 4%	19 6%	14 8%	19 4%	2 3%	4 4%	29 5%
Professional, scientific and technical	65 8%	- -	- -	- -	65 47%	- -	- -	4 6%	22 11%	13 8%	17 9%	9 6%	35 10%	26 8%	16 9%	47 9%	2 3%	11 12%	53 8%
Public administration and defence	43 6%	- -	- -	- -	- -	43 20%	- -	- -	1 1%	1 1%	20 10%	21 14%	2 1%	41 12%	8 4%	34 7%	1 2%	1 1%	41 6%
Education	88 11%	- -	- -	- -	- -	88 41%	- -	6 10%	25 13%	36 22%	15 8%	6 4%	61 17%	21 6%	17 9%	61 12%	10 16%	7 8%	76 12%
Health	84 11%	- -	- -	- -	- -	84 39%	- -	3 5%	15 8%	22 14%	27 14%	17 11%	37 10%	44 13%	24 13%	51 10%	9 15%	12 13%	68 11%
Arts, entertainment, recreation and other services	45 6%	- -	- -	45 61%	- -	- -	- -	15 26%	12 6%	7 4%	8 4%	3 2%	19 5%	11 3%	6 3%	35 7%	4 7%	2 2%	40 6%
Net: Manufacturing, Wholesale and Production	176 23%	176 100%	- -	- -	- -	- -	- -	12 21%	62 32%	38 23%	38 19%	26 18%	100 28%	64 18%	43 23%	117 23%	16 26%	23 26%	143 23%



Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: Retail and Sales	131	-	131	-	-	-	-	13	25	22	27	44	47	71	32	84	15	18	100
	17%	-	100%	-	-	-	-	22%	13%	14%	14%	29%	13%	20%	18%	16%	24%	20%	16%
			acdef									bcdgf		bf					
Net: Recreation and Other Services	74	-	-	74	-	-	-	15	29	10	11	9	39	20	14	55	4	3	67
	10%	-	-	100%	-	-	-	26%	15%	6%	5%	6%	11%	6%	8%	11%	7%	3%	11%
			abdef					cdefg	cdeg				dg					a	
Net: Finance, Business and Professional Services	138	-	-	-	138	-	-	7	32	24	52	23	56	75	41	92	4	23	110
	18%	-	-	-	100%	-	-	11%	16%	15%	26%	16%	15%	22%	22%	18%	6%	25%	17%
				abcef							abcef		f		c	c			
Net: Public Services inc. Education and Health	214	-	-	-	-	214	-	9	41	59	62	44	100	105	48	145	20	20	184
	28%	-	-	-	-	100%	-	15%	21%	36%	31%	30%	28%	30%	26%	28%	33%	22%	29%
					abcdf					ab	ab	a	a	ab					
Net: Information and Communication	32	-	-	-	-	-	32	3	8	10	8	3	18	11	6	24	2	4	28
	4%	-	-	-	-	-	100%	5%	4%	6%	4%	2%	5%	3%	3%	5%	3%	4%	4%
							abcde												



Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Significance Level: 95%												
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Agriculture, forestry and fishing	11 1%	2 1%	8 2%	2 1%	2 8%	3 1%	2 1%	1 1%	3 3%	2 1%	6 1%	3 3%
Production (e.g. manufacturing, utilities and mining)	49 6%	10 6%	30 6%	7 4%	- -	21 5%	13 6%	8 5%	7 7%	13 5%	35 6%	9 10%
Construction	48 6%	13 8%	31 6%	10 6%	1 4%	22 5%	9 4%	13 7%	5 5%	11 4%	35 6%	8 8%
Property (e.g. real estate)	7 1%	1 1%	6 1%	1 1%	- -	1 *	1 *	- -	3 3%	1 *	3 *	4 4%
									abc			ab
Motor trades	10 1%	1 *	9 2%	3 2%	- -	5 1%	3 1%	2 1%	4 4%	2 1%	4 1%	6 6%
									a			ab
Wholesale	25 3%	9 5%	15 3%	6 4%	2 8%	12 3%	7 3%	5 3%	5 5%	8 3%	20 3%	2 2%
Retail	124 16%	37 22%	65 13%	36 21%	2 8%	55 13%	30 13%	24 13%	20 20%	45 16%	101 17%	12 13%
			b									
Transport and storage (inc. postal)	33 4%	4 2%	23 5%	8 5%	- -	13 3%	7 3%	6 3%	5 5%	11 4%	27 4%	4 4%
Accommodation and food services	29 4%	10 6%	16 3%	6 4%	- -	21 5%	10 4%	11 6%	3 3%	14 5%	23 4%	6 6%
Information and communication	32 4%	10 6%	18 4%	3 2%	3 11%	19 5%	13 6%	6 3%	4 4%	16 6%	26 4%	4 4%
Finance and insurance	38 5%	11 6%	21 4%	8 5%	2 8%	26 6%	22 9%	4 2%	3 3%	21 7%	34 6%	1 1%
						c	cd			c		
Business administration and support services	35 5%	10 6%	22 4%	5 3%	3 12%	19 5%	8 4%	11 6%	5 5%	20 7%	29 5%	5 5%
Professional, scientific and technical	65 8%	10 6%	51 10%	13 8%	5 19%	38 9%	21 9%	17 9%	6 6%	21 7%	53 9%	10 10%

Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Public administration and defence	43 6%	5 3%	30 6%	6 4%	- -	23 5%	7 3%	16 9% b	7 7%	17 6%	35 6%	2 2%
Education	88 11%	12 7%	63 13% a	23 13%	2 8%	54 13%	37 16% d	18 10%	6 6%	34 12%	74 12%	7 7%
Health	84 11%	21 12%	52 11%	22 13%	4 15%	57 14%	29 13%	28 16%	9 9%	42 15% c	78 13% c	3 3%
Arts, entertainment, recreation and other services	45 6%	4 2%	35 7% a	12 7%	- -	22 5%	11 5%	11 6%	3 3%	10 3%	28 5%	11 11% ab
Net: Manufacturing, Wholesale and Production	176 23%	40 23%	116 23%	36 21%	5 19%	76 19%	41 18%	36 20%	30 30% ab	47 16%	127 21%	32 33% ab
Net: Retail and Sales	131 17%	38 22% b	71 14%	37 22%	2 8%	56 14%	31 14%	24 13%	23 23% abc	46 16%	104 17%	16 17%
Net: Recreation and Other Services	74 10%	14 8%	51 10%	18 11%	- -	43 10%	21 9%	22 12%	6 6%	24 8%	51 8%	17 18% ab
Net: Finance, Business and Professional Services	138 18%	31 18%	94 19%	26 15%	10 39%	84 20%	51 22%	32 18%	14 14%	62 21%	116 19%	15 16%
Net: Public Services inc. Education and Health	214 28%	38 22%	144 29%	51 30%	6 23%	134 33% d	72 31%	62 34% d	22 22%	93 32% c	186 31% c	12 12%
Net: Information and Communication	32 4%	10 6%	18 4%	3 2%	3 11%	19 5%	13 6%	6 3%	4 4%	16 6%	26 4%	4 4%

Ethics at Work survey 2018 - Global research

D5. Which of the following sectors do you work in?

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Public sector	300	130	170	-	137	127	36	-	147	111	42	213	87	300	-	100	200	143	157
	39%	32%	47%	-	51%	36%	25%	-	40%	39%	36%	38%	43%	95%	-	32%	44%	38%	41%
			a		bc	c								b		a			
Private sector	449	270	179	-	128	217	104	-	210	165	74	341	108	-	449	202	246	227	222
	59%	67%	50%	-	48%	62%	72%	-	58%	58%	63%	61%	53%	-	100%	65%	54%	59%	58%
		b			a	ab								a	b				
Third / voluntary sector	15	6	10	-	3	8	4	-	7	7	2	8	7	15	-	10	6	12	4
	2%	1%	3%	-	1%	2%	3%	-	2%	2%	2%	1%	4%	5%	-	3%	1%	3%	1%
														b		b			

Ethics at Work survey 2018 - Global research

D5. Which of the following sectors do you work in?

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Total	a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Public sector	300	39	57	17	23	160	4	8	68	66	85	73	134	158	74	198	27	45	236
	39%	22%	43%	23%	17%	75%	12%	14%	34%	41%	43%	49%	37%	46%	40%	38%	44%	49%	37%
			acdf			abcdf			a	a	a	abf	a	abf				b	
Private sector	449	136	74	52	113	47	27	50	126	92	107	74	217	181	107	309	32	44	384
	59%	77%	56%	71%	82%	22%	84%	86%	64%	56%	54%	50%	60%	52%	58%	60%	52%	48%	61%
		be	e	be	be	be	be	bcdefg	deg				eg					a	
Third / voluntary sector	15	1	1	4	2	7	1	-	4	5	6	1	9	7	3	10	2	3	12
	2%	1%	1%	5%	1%	3%	3%	-	2%	3%	3%	1%	2%	2%	2%	2%	3%	3%	2%
				ab															



Ethics at Work survey 2018 - Global research

D5. Which of the following sectors do you work in?

BASE: All respondents

Significance Level: 95%

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Public sector	300	78	177	68	12	171	86	85	41	129	257	17
	39%	46%	36%	39%	47%	42%	38%	47%	42%	45%	42%	18%
		b								c	c	
Private sector	449	91	304	100	14	232	137	94	55	154	339	78
	59%	54%	62%	58%	53%	56%	60%	52%	56%	53%	56%	81%
												ab
Third / voluntary sector	15	1	13	4	-	9	6	3	2	6	15	1
	2%	1%	3%	2%	-	2%	2%	2%	2%	2%	2%	1%

Ethics at Work survey 2018 - Global research

D6. How many people are employed by your company?

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0-sole trader	58	33	26	-	4	27	27	-	26	26	7	26	32	8	50	45	14	8	50
	8%	8%	7%	-	1%	8%	19%	-	7%	9%	6%	5%	16%	3%	11%	14%	3%	2%	13%
						a	ab						a		a	b		a	
1-9	73	45	28	-	21	33	19	-	30	35	8	53	20	16	57	30	43	40	33
	10%	11%	8%	-	8%	9%	13%	-	8%	12%	7%	9%	10%	5%	13%	10%	10%	11%	9%
															a				
10-49	124	60	64	-	50	53	21	-	63	43	18	91	32	55	69	56	68	74	50
	16%	15%	18%	-	19%	15%	14%	-	17%	15%	15%	16%	16%	17%	15%	18%	15%	19%	13%
																		b	
50-99	68	36	33	-	32	24	12	-	31	22	15	45	24	35	33	22	46	42	26
	9%	9%	9%	-	12%	7%	9%	-	9%	8%	13%	8%	12%	11%	7%	7%	10%	11%	7%
					b													b	
100-249	94	52	42	-	40	37	17	-	49	33	12	70	24	36	58	33	61	54	40
	12%	13%	12%	-	15%	10%	12%	-	13%	12%	11%	12%	12%	11%	13%	11%	13%	14%	10%
250-499	54	27	28	-	22	24	9	-	25	24	6	46	8	17	37	29	25	39	15
	7%	7%	8%	-	8%	7%	6%	-	7%	8%	5%	8%	4%	5%	8%	9%	6%	10%	4%
												b			b			b	
500-999	41	24	17	-	15	17	9	-	15	20	5	29	12	18	23	20	21	27	14
	5%	6%	5%	-	6%	5%	6%	-	4%	7%	4%	5%	6%	6%	5%	6%	5%	7%	4%
																		b	
1,000-4,999	103	57	45	-	32	64	7	-	48	39	16	85	18	56	47	31	72	45	58
	13%	14%	13%	-	12%	18%	5%	-	13%	14%	14%	15%	9%	18%	10%	10%	16%	12%	15%
					c	ac						b		b		a			
5,000-9,999	49	20	29	-	19	21	9	-	25	16	9	35	14	23	26	18	31	23	26
	6%	5%	8%	-	7%	6%	6%	-	7%	5%	8%	6%	7%	7%	6%	6%	7%	6%	7%
10,000+	99	51	49	-	31	53	15	-	53	26	21	81	18	51	48	28	71	29	70
	13%	13%	14%	-	12%	15%	10%	-	15%	9%	18%	15%	9%	16%	11%	9%	16%	8%	18%
									b		b	b		b		a		a	
Net: Sole trader	58	33	26	-	4	27	27	-	26	26	7	26	32	8	50	45	14	8	50
	8%	8%	7%	-	1%	8%	19%	-	7%	9%	6%	5%	16%	3%	11%	14%	3%	2%	13%
						a	ab					a		a	b			a	
Net: Small	197	105	92	-	72	85	40	-	93	78	26	144	53	71	126	86	111	114	83
	26%	26%	26%	-	27%	24%	28%	-	26%	28%	22%	26%	26%	23%	28%	28%	25%	30%	22%
																		b	



Ethics at Work survey 2018 - Global research

D6. How many people are employed by your company?

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: Medium	162	88	74	-	73	60	29	-	80	55	28	114	48	71	92	56	107	97	66
	21%	22%	21%	-	27%	17%	20%	-	22%	19%	23%	20%	24%	22%	20%	18%	24%	25%	17%
					b													b	
Net: Large	198	108	90	-	69	105	24	-	88	83	27	160	37	91	107	80	118	111	87
	26%	27%	25%	-	26%	30%	17%	-	24%	29%	23%	29%	18%	29%	24%	25%	26%	29%	23%
					c	c						b						b	
Net: Very large	148	71	77	-	50	74	24	-	77	41	30	117	32	74	74	46	102	52	96
	19%	18%	22%	-	19%	21%	16%	-	21%	15%	25%	21%	16%	24%	17%	15%	23%	14%	25%
									b		b			b		a		a	
Net: SME	360	193	166	-	145	145	70	-	173	133	54	259	101	142	217	142	218	211	149
	47%	48%	46%	-	54%	41%	48%	-	48%	47%	46%	46%	50%	45%	48%	45%	48%	55%	39%
					b													b	
Net: Large	346	179	167	-	120	179	48	-	165	124	57	277	69	165	181	126	220	163	183
	45%	44%	47%	-	45%	51%	33%	-	45%	44%	49%	49%	34%	52%	40%	40%	49%	43%	48%
					c	c						b		b		a			

Ethics at Work survey 2018 - Global research

D6. How many people are employed by your company?

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Total	a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0-sole trader	58 8%	12 7%	13 10%	15 20%	7 5%	9 4%	3 9%	58 100%	-	-	-	-	-	-	4 2%	53 10%	1 2%	1 1%	57 9%
			e	abde				bcdefg								ac			a
1-9	73 10%	23 13%	14 11%	16 22%	11 8%	6 3%	3 10%	-	73 37%	-	-	-	73 20%	-	10 6%	52 10%	11 18%	8 9%	61 10%
		e	e	bde	e				acdefg				acdeg				a		
10-49	124 16%	39 22%	11 8%	13 18%	21 15%	35 16%	5 15%	-	124 63%	-	-	-	124 34%	-	36 20%	77 15%	11 18%	19 21%	94 15%
		b		b		b			acdefg				acdeg						
50-99	68 9%	16 9%	10 8%	4 6%	7 5%	29 13%	2 6%	-	-	68 42%	-	-	68 19%	-	20 11%	43 8%	5 8%	13 15%	50 8%
					d					abdefg			abdeg				b		
100-249	94 12%	21 12%	12 9%	6 8%	17 12%	30 14%	8 25%	-	-	94 58%	-	-	94 26%	-	23 13%	62 12%	9 15%	11 12%	80 13%
							bc			abdefg			abdeg						
250-499	54 7%	12 7%	9 7%	3 4%	21 15%	7 3%	2 6%	-	-	-	54 27%	-	54 16%	-	18 10%	32 6%	4 7%	9 10%	43 7%
					abce						abcefg		abcef						
500-999	41 5%	9 5%	4 3%	4 5%	10 7%	13 6%	1 3%	-	-	-	41 21%	-	41 12%	-	9 5%	31 6%	1 2%	7 8%	32 5%
											abcefg		abcef						
1,000-4,999	103 13%	16 9%	14 11%	4 5%	21 15%	42 20%	5 15%	-	-	-	103 52%	-	103 30%	-	19 10%	75 15%	8 13%	11 12%	87 14%
					c	abc					abcefg		abcef						
5,000-9,999	49 6%	8 5%	20 15%	7 9%	4 3%	10 5%	-	-	-	-	49 33%	-	49 14%	-	18 10%	30 6%	1 2%	7 8%	41 6%
			adef	d							abcdfg		abcdf						
10,000+	99 13%	18 10%	23 18%	2 3%	19 14%	34 16%	3 9%	-	-	-	99 67%	-	99 29%	-	27 15%	62 12%	10 16%	5 5%	87 14%
		c	c		c	c					abcdfg		abcdf						a



Ethics at Work survey 2018 - Global research

D6. How many people are employed by your company?

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: Sole trader	58 8%	12 7%	13 10%	15 20%	7 5%	9 4%	3 9%	58 100%	-	-	-	-	-	-	4 2%	53 10%	1 2%	1 1%	57 9%
			e	abde				bcdefg								ac			a
Net: Small	197 26%	62 35%	25 19%	29 40%	32 23%	41 19%	8 25%	-	197 100%	-	-	-	197 55%	-	46 25%	129 25%	22 36%	27 29%	155 25%
		bde		bde				acdefg					acdeg						
Net: Medium	162 21%	38 21%	22 17%	10 14%	24 17%	59 28%	10 32%	-	-	162 100%	-	-	162 45%	-	44 24%	104 20%	14 23%	24 27%	130 21%
					bcd		c			abdefg			abdeg						
Net: Large	198 26%	38 21%	27 21%	11 15%	52 38%	62 29%	8 25%	-	-	-	198 100%	-	-	198 57%	46 25%	138 27%	13 22%	27 30%	161 26%
					abc	c				abcefg			abcef						
Net: Very large	148 19%	26 15%	44 33%	9 12%	23 17%	44 20%	3 9%	-	-	-	-	148 100%	-	148 43%	45 24%	92 18%	11 18%	12 13%	128 20%
			acdef									abcdfg	abcdf						
Net: SME	360 47%	100 57%	47 36%	39 53%	56 40%	100 47%	18 57%	-	197 100%	162 100%	-	-	360 100%	-	90 49%	233 45%	36 59%	51 56%	285 45%
		bde		b			b		adeg	adeg			adeg				b		
Net: Large	346 45%	64 36%	71 54%	20 27%	75 55%	105 49%	11 34%	-	-	-	198 100%	148 100%	-	346 100%	91 49%	231 45%	25 40%	39 43%	290 46%
			acf		acf	ac					abcf	abcf	abcf						



Ethics at Work survey 2018 - Global research

D6. How many people are employed by your company?

BASE: All respondents

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Significance Level: 95%												
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0-sole trader	58	5	50	18	-	16	12	4	7	11	20	34
	8%	3%	10%	10%	-	4%	5%	2%	7%	4%	3%	36%
			a						c			ab
1-9	73	15	49	18	1	31	20	11	12	14	44	24
	10%	9%	10%	11%	4%	7%	9%	6%	12%	5%	7%	25%
												ab
10-49	124	31	70	22	8	72	39	33	11	31	95	13
	16%	18%	14%	13%	31%	17%	17%	18%	11%	11%	16%	13%
											a	
50-99	68	20	39	18	2	43	23	20	11	25	55	7
	9%	12%	8%	10%	8%	10%	10%	11%	12%	9%	9%	7%
100-249	94	27	58	18	3	54	31	23	12	39	83	4
	12%	16%	12%	11%	12%	13%	13%	13%	12%	13%	14%	4%
										c	c	
250-499	54	19	28	10	7	39	22	17	5	27	52	2
	7%	11%	6%	6%	27%	9%	10%	9%	5%	9%	9%	2%
			b							c	c	
500-999	41	12	26	12	4	28	14	14	2	26	37	-
	5%	7%	5%	7%	15%	7%	6%	8%	2%	9%	6%	-
										c	c	
1,000-4,999	103	17	73	25	-	53	24	29	14	42	91	4
	13%	10%	15%	15%	-	13%	10%	16%	14%	15%	15%	4%
										c	c	
5,000-9,999	49	7	34	11	-	23	12	11	10	18	44	3
	6%	4%	7%	6%	-	6%	5%	6%	10%	6%	7%	3%
10,000+	99	16	67	19	1	53	34	19	14	56	89	5
	13%	10%	14%	11%	4%	13%	15%	11%	14%	19%	15%	5%
										c	c	
Net: Sole trader	58	5	50	18	-	16	12	4	7	11	20	34
	8%	3%	10%	10%	-	4%	5%	2%	7%	4%	3%	36%
			a						c			ab
Net: Small	197	46	119	40	9	103	58	44	23	45	139	36
	26%	27%	24%	24%	35%	25%	25%	24%	23%	16%	23%	38%
											a	ab
Net: Medium	162	47	97	36	5	97	53	43	23	64	138	11
	21%	28%	20%	21%	19%	24%	23%	24%	24%	22%	23%	12%
			b							c	c	

Ethics at Work survey 2018 - Global research

D6. How many people are employed by your company?

BASE: All respondents

Significance Level: 95%

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: Large	198	48	127	47	11	120	60	60	21	95	180	6
	26%	28%	26%	28%	42%	29%	26%	33%	21%	33%	29%	6%
								d		c	c	
Net: Very large	148	23	101	30	1	76	46	30	24	74	133	8
	19%	14%	20%	18%	4%	19%	20%	16%	25%	26%	22%	8%
										c	c	
Net: SME	360	94	216	76	14	199	112	87	46	109	277	47
	47%	55%	44%	45%	54%	48%	49%	48%	47%	38%	45%	49%
		b								a	a	a
Net: Large	346	71	228	77	12	196	106	90	45	169	313	14
	45%	42%	46%	45%	46%	48%	46%	50%	46%	58%	51%	15%
										bc	c	

Ethics at Work survey 2018 - Global research

D7. Which of the following best represents your level of seniority?

BASE: All respondents

Significance Level: 95%

	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Managerial or above	312	208	105	-	89	155	68	-	132	136	44	259	53	110	202	312	-	254	58
	41%	51%	29%	-	33%	44%	47%	-	36%	48%	38%	46%	26%	35%	45%	100%	-	67%	15%
		b				a	a			a		b		a	b			b	
Non-managerial	452	197	254	-	179	197	76	-	232	146	73	303	149	206	246	-	452	128	324
	59%	49%	71%	-	67%	56%	53%	-	64%	52%	62%	54%	74%	65%	55%	-	100%	33%	85%
			a		bc				b			a		b		a		a	

Ethics at Work survey 2018 - Global research

D7. Which of the following best represents your level of seniority?

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Managerial or above	312 41%	80 45%	44 34%	38 51%	66 48%	64 30%	20 62%	45 77%	86 44%	56 34%	80 40%	46 31%	142 39%	126 36%	91 49%	207 40%	14 23%	55 59%	246 39%
		be		be	be	be	bcdefg		e						bc	c		b	
Non-managerial	452 59%	96 55%	87 66%	36 49%	71 52%	150 70%	12 38%	14 23%	111 56%	107 66%	118 60%	102 69%	218 61%	220 64%	94 51%	310 60%	48 77%	37 41%	385 61%
		acdf			acdf				a	a	a	ab	a	a	a	a	ab	a	a



Ethics at Work survey 2018 - Global research

D7. Which of the following best represents your level of seniority?

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Managerial or above

Non-managerial

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Managerial or above	312	90	199	73	20	184	114	70	40	119	250	49
	41%	53%	40%	43%	77%	45%	50%	38%	41%	41%	41%	51%
		b					c					
Non-managerial	452	79	295	98	6	227	115	112	58	170	360	47
	59%	47%	60%	57%	23%	55%	50%	62%	59%	59%	59%	49%
			a					b				

Ethics at Work survey 2018 - Global research

D8. How many people, if any, do you have management responsibility for day-to-day?

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0 people	382	170	212	-	134	167	82	-	194	131	57	249	133	161	222	58	324	-	382
	50%	42%	59%	-	50%	47%	57%	-	53%	46%	49%	44%	66%	51%	49%	19%	72%	-	100%
			a										a			a		a	
1-5 people	189	107	81	-	62	88	38	-	80	77	32	140	48	80	109	90	99	189	-
	25%	27%	23%	-	23%	25%	26%	-	22%	27%	27%	25%	24%	25%	24%	29%	22%	49%	-
															b	b	b	b	
6-10 people	69	42	27	-	33	25	10	-	30	32	7	59	10	36	33	55	14	69	-
	9%	10%	8%	-	12%	7%	7%	-	8%	11%	6%	10%	5%	12%	7%	17%	3%	18%	-
					b							b		b	b	b	b	b	
11-15 people	33	25	8	-	17	13	2	-	15	15	3	30	3	9	23	28	4	33	-
	4%	6%	2%	-	6%	4%	1%	-	4%	5%	3%	5%	2%	3%	5%	9%	1%	9%	-
		b			c							b				b		b	
16-20 people	32	21	11	-	11	19	1	-	18	7	7	28	4	16	16	28	4	32	-
	4%	5%	3%	-	4%	6%	1%	-	5%	2%	6%	5%	2%	5%	4%	9%	1%	8%	-
					c	c									b	b	b	b	
21+ people	60	40	20	-	10	38	12	-	27	21	11	56	4	14	45	54	6	60	-
	8%	10%	5%	-	4%	11%	8%	-	7%	8%	10%	10%	2%	4%	10%	17%	1%	16%	-
		b			a	a						b		a	a	b		b	
Net: 1-10	258	149	108	-	96	114	48	-	110	109	39	199	58	116	142	144	113	258	-
	34%	37%	30%	-	36%	32%	33%	-	30%	38%	33%	35%	29%	37%	32%	46%	25%	68%	-
		b							a						b	b	b	b	
Net: 11+	124	85	39	-	39	71	15	-	59	43	21	113	11	39	85	110	14	124	-
	16%	21%	11%	-	14%	20%	10%	-	16%	15%	18%	20%	5%	12%	19%	35%	3%	32%	-
		b			c							b		a	a	b		b	



Ethics at Work survey 2018 - Global research

D8. How many people, if any, do you have management responsibility for day-to-day?

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0 people	382 50%	82 47%	74 56%	41 55%	61 44%	113 53%	12 37%	50 86%	83 42%	66 41%	87 44%	96 65%	149 41%	183 53%	61 33%	290 56%	31 51%	21 23%	339 54%
								bcd	efg			bcd	efg	bcd		a	a		a
1-5 people	189 25%	41 24%	29 22%	24 32%	29 21%	59 27%	7 22%	7 12%	68 34%	46 29%	40 20%	28 19%	114 32%	68 20%	54 29%	115 22%	20 33%	28 30%	153 24%
									adeg	aeg			adeg						
6-10 people	69 9%	15 9%	10 8%	4 5%	14 10%	20 9%	5 16%	- -	21 11%	23 14%	17 9%	7 5%	45 12%	24 7%	20 11%	44 9%	4 7%	15 17%	49 8%
									ae	aeg			aeg	a				b	
11-15 people	33 4%	10 6%	1 1%	1 1%	13 10%	4 2%	3 10%	- -	9 5%	9 6%	13 7%	1 1%	18 5%	14 4%	17 9%	14 3%	1 2%	12 13%	20 3%
		be			bce		bce		e	e	ae		e	e	bc			b	
16-20 people	32 4%	8 5%	5 4%	1 1%	10 8%	7 3%	- -	- -	8 4%	4 3%	16 8%	3 2%	12 3%	19 6%	16 9%	15 3%	- -	10 11%	19 3%
											acef				bc			b	
21+ people	60 8%	19 11%	12 9%	3 4%	10 7%	11 5%	5 16%	1 2%	8 4%	13 8%	24 12%	13 9%	21 6%	38 11%	16 9%	38 7%	5 8%	5 6%	51 8%
		e					ce				abf		abf						
Net: 1-10	258 34%	57 32%	39 30%	28 38%	43 31%	79 37%	12 38%	7 12%	89 45%	70 43%	57 29%	35 24%	159 44%	92 27%	74 40%	159 31%	24 39%	43 47%	201 32%
									adeg	adeg	a		adeg	a	b			b	
Net: 11+	124 16%	37 21%	18 14%	5 7%	33 24%	22 10%	8 25%	1 2%	25 13%	27 16%	54 27%	17 12%	52 14%	71 21%	50 27%	68 13%	6 10%	28 30%	91 14%
		ce			bce		ce		a	a	abcef	a	a	abef	bc			b	



Ethics at Work survey 2018 - Global research

D8. How many people, if any, do you have management responsibility for day-to-day?

BASE: All respondents

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Significance Level: 95%												
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0 people	382	46	271	85	3	175	91	84	49	126	277	64
	50%	27%	55%	50%	11%	43%	40%	46%	50%	44%	45%	67%
			a									ab
1–5 people	189	47	122	44	3	103	55	48	33	79	155	24
	25%	27%	25%	26%	12%	25%	24%	27%	34%	27%	25%	25%
6–10 people	69	25	39	11	7	39	23	16	8	24	62	4
	9%	14%	8%	7%	27%	10%	10%	9%	8%	8%	10%	4%
		b										
11–15 people	33	17	13	5	5	26	16	10	2	14	31	2
	4%	10%	3%	3%	19%	6%	7%	6%	2%	5%	5%	2%
		b										
16–20 people	32	12	17	10	3	22	13	8	1	14	31	-
	4%	7%	4%	6%	12%	5%	6%	5%	1%	5%	5%	-
		b								c	c	
21+ people	60	23	31	16	5	45	30	15	5	31	54	2
	8%	14%	6%	9%	19%	11%	13%	8%	5%	11%	9%	2%
		b					d			c	c	
Net: 1-10	258	71	161	55	10	143	78	65	41	103	217	28
	34%	42%	33%	32%	39%	35%	34%	36%	42%	36%	36%	29%
		b										
Net: 11+	124	53	62	31	13	93	60	33	8	60	116	4
	16%	31%	13%	18%	50%	23%	26%	18%	8%	21%	19%	4%
		b				d	d	d		c	c	

Ethics at Work survey 2018 - Global research

Q1 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Summary Table

BASE: All respondents

		Statements								
		Taking pencils and pens from work	Posting personal mail from work (e.g. letters or parcels)	Making personal phone calls from work	Using the internet for personal use during working hours	Using company petrol for personal mileage	Charging personal entertainment to expenses	Pretending to be sick to take the day off	Minor fiddling / exaggeration of travel expenses	Favouring family or friends when recruiting or awarding contracts
		a	b	c	d	e	f	g	h	i
Significance Level: 95%										
Unweighted Total		764	764	764	764	764	764	764	764	764
Weighted Total		764	764	764	764	764	764	764	764	764
		100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	47 6% fi	49 6% fi	72 9% abefghi	86 11% abefghi	34 4%	27 4%	36 5%	34 5%	29 4%
Fairly acceptable	(3.0)	248 32% efghi	230 30% efghi	335 44% abdefghi	269 35% befghi	91 12%	69 9%	69 9%	75 10%	104 14% fgh
Not very acceptable	(2.0)	288 38% cdefghi	260 34% fhi	231 30% f	240 31% fi	250 33% fhi	138 18%	233 31% fi	208 27% f	198 26% f
Totally unacceptable	(1.0)	169 22% c	208 27% acd	116 15%	157 21% c	374 49% abcd	509 67% abcdeghi	416 54% abcde	428 56% abcde	414 54% abcde
Don't know		12 2%	17 2%	10 1%	11 1%	15 2%	21 3% g	9 1%	18 2%	19 3%
Net: Acceptable		295 39% efghi	279 36% efghi	406 53% abdefghi	356 47% abefghi	125 16% f	96 13%	106 14%	110 14%	133 17% fg
Net: Unacceptable		457 60% cd	468 61% cd	348 45%	397 52% c	624 82% abcd	647 85% abcde	649 85% abcde	637 83% abcd	611 80% abcd
Mean Score		2.23 efghi	2.16 efghi	2.48 abdefghi	2.38 abefghi	1.71 fh	1.48	1.64 f	1.62 f	1.66 f
Standard Deviation		.868	.908	.865	.939	.848	.811	.839	.846	.860
Standard Error		.032	.033	.032	.034	.031	.030	.031	.031	.032
Error variance		*	*	*	*	*	*	*	*	*



Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net:

Acceptable

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Making personal phone calls from work	406	227	179	-	149	192	65	-	189	158	59	318	88	162	244	178	228	204	203
	53%	56%	50%	-	56%	55%	45%	-	52%	56%	50%	57%	43%	51%	54%	57%	50%	53%	53%
					c	c						b							
Using the internet for personal use during working hours	356	196	160	-	136	174	46	-	153	156	46	280	75	146	209	153	203	183	172
	47%	48%	45%	-	51%	49%	32%	-	42%	55%	39%	50%	37%	46%	47%	49%	45%	48%	45%
					c	c				ac		b							
Taking pencils and pens from work	295	157	138	-	131	127	37	-	135	118	42	230	66	129	167	116	179	154	141
	39%	39%	38%	-	49%	36%	26%	-	37%	42%	36%	41%	32%	41%	37%	37%	40%	40%	37%
					bc	c						b							
Posting personal mail from work (e.g. letters or parcels)	279	142	136	-	125	113	41	-	128	115	36	213	66	114	164	120	158	144	134
	36%	35%	38%	-	47%	32%	28%	-	35%	41%	31%	38%	32%	36%	37%	39%	35%	38%	35%
					bc														
Favouring family or friends when recruiting or awarding contracts	133	77	57	-	65	52	16	-	59	58	16	103	30	46	88	65	69	92	41
	17%	19%	16%	-	24%	15%	11%	-	16%	20%	14%	18%	15%	15%	20%	21%	15%	24%	11%
					bc											b		b	
Using company petrol for personal mileage	125	74	51	-	61	54	10	-	64	45	16	99	25	53	72	72	53	89	36
	16%	18%	14%	-	23%	15%	7%	-	18%	16%	14%	18%	13%	17%	16%	23%	12%	23%	9%
					bc	c										b		b	
Minor fiddling / exaggeration of travel expenses	110	63	47	-	63	41	6	-	49	45	16	83	26	49	61	58	52	78	31
	14%	15%	13%	-	24%	12%	4%	-	13%	16%	14%	15%	13%	15%	14%	18%	12%	21%	8%
					bc	c										b		b	
Pretending to be sick to take the day off	106	54	52	-	61	40	5	-	46	45	15	79	26	46	60	49	57	66	39
	14%	13%	14%	-	23%	11%	3%	-	13%	16%	13%	14%	13%	14%	13%	16%	13%	17%	10%
					bc	c										b		b	
Charging personal entertainment to expenses	96	61	35	-	57	34	5	-	46	39	11	78	18	46	50	56	40	73	24
	13%	15%	10%	-	21%	10%	3%	-	13%	14%	9%	14%	9%	15%	11%	18%	9%	19%	6%
		b			bc	c										b		b	



Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net:

Acceptable

BASE: All respondents

	Sector							Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Making personal phone calls from work	406 53%	102 58% b	60 46%	34 47%	77 56%	111 52%	22 68% bc	30 51%	99 50%	88 54%	106 54%	83 56%	187 52%	190 55%	106 58%	268 52%	31 51%	49 53%	338 54%
Using the internet for personal use during working hours	356 47%	72 41%	49 37%	34 46%	73 53% ab	106 50% b	21 66% ab	21 36%	92 47%	72 44%	103 52% a	67 45%	164 46%	170 49%	83 45%	245 47%	27 44%	42 46%	294 46%
Taking pencils and pens from work	295 39%	74 42%	48 36%	30 41%	51 37%	80 38%	12 37%	17 29%	75 38%	63 39%	77 39%	63 43%	138 38%	140 40%	86 47% b	189 36%	20 33%	43 47%	241 38%
Posting personal mail from work (e.g. letters or parcels)	279 36%	61 35%	41 32%	31 42%	61 44% be	69 32%	15 47%	18 31%	76 38%	71 43% eg	67 34%	47 32%	146 41% g	114 33%	67 36%	192 37%	20 32%	45 49% b	220 35%
Favouring family or friends when recruiting or awarding contracts	133 17%	32 18%	27 20%	10 14%	30 22% e	27 13%	8 25%	7 12%	46 24% deg	41 25% adeg	29 15% e	10 7%	87 24% adeg	39 11%	44 24% b	79 15%	10 16%	30 32% b	97 15%
Using company petrol for personal mileage	125 16%	39 22% e	19 15%	11 15%	28 20% e	18 8%	10 31% be	6 10%	44 22% aeg	27 17%	30 15%	17 11%	71 20% eg	47 14%	49 26% b	67 13%	9 15%	33 36% b	86 14%
Minor fiddling / exaggeration of travel expenses	110 14%	32 18% c	17 13%	6 8%	22 16%	24 11%	8 25% ce	7 12%	29 15%	30 18%	28 14%	16 11%	58 16% aeg	44 13%	39 21% b	61 12%	9 15%	31 33% b	72 11%
Pretending to be sick to take the day off	106 14%	25 14%	19 15%	9 12%	24 18% e	21 10%	7 22% e	4 7%	35 18% aeg	28 17% e	29 15% e	10 7%	62 17% aeg	39 11%	42 23% b	57 11%	7 11%	31 34% b	67 11%



Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net:

Acceptable

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Total	a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Charging personal entertainment to expenses	96	26	19	2	26	17	7	2	29	25	30	10	53	41	40	49	7	30	58
	13%	15%	14%	3%	19%	8%	22%	4%	15%	15%	15%	7%	15%	12%	22%	9%	12%	32%	9%
		ce	c		ce		ce		ae	ae	ae		ae		b		b		



Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net:

Acceptable

BASE: All respondents

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Significance Level: 95%												
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Making personal phone calls from work	406	86	271	-	27	212	108	105	52	151	325	50
	53%	51%	55%	-	100%	52%	47%	58%	53%	52%	53%	53%
								b				
Using the internet for personal use during working hours	356	76	235	-	27	200	104	96	49	137	299	38
	47%	45%	48%	-	100%	49%	45%	53%	50%	47%	49%	40%
Taking pencils and pens from work	295	79	187	-	27	159	80	79	37	114	245	32
	39%	46%	38%	-	100%	39%	35%	43%	38%	39%	40%	33%
		b										
Posting personal mail from work (e.g. letters or parcels)	279	79	175	-	27	158	92	66	32	105	227	32
	36%	46%	35%	-	100%	38%	40%	37%	33%	37%	37%	33%
		b										
Favouring family or friends when recruiting or awarding contracts	133	52	72	-	27	79	45	34	10	47	110	16
	17%	31%	15%	-	100%	19%	19%	19%	10%	16%	18%	16%
		b				d	d					
Using company petrol for personal mileage	125	47	72	-	27	67	39	29	16	48	107	10
	16%	28%	15%	-	100%	16%	17%	16%	16%	17%	18%	10%
		b										
Minor fiddling / exaggeration of travel expenses	110	45	59	-	27	61	35	26	14	46	95	9
	14%	26%	12%	-	100%	15%	15%	14%	14%	16%	16%	9%
		b										
Pretending to be sick to take the day off	106	42	57	-	27	57	30	27	12	43	91	8
	14%	25%	12%	-	100%	14%	13%	15%	12%	15%	15%	8%
		b										
Charging personal entertainment to expenses	96	45	47	-	27	62	37	26	7	40	89	4
	13%	27%	9%	-	100%	15%	16%	14%	7%	14%	15%	4%
		b				d	d			c	c	



Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net:

Unacceptable

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Pretending to be sick to take the day off	649	345	304	-	204	307	139	-	312	235	103	476	173	266	384	262	387	312	337
	85%	85%	85%	-	76%	87%	96%	-	86%	83%	87%	85%	85%	84%	86%	84%	86%	82%	88%
						a	ab											a	
Charging personal entertainment to expenses	647	336	311	-	201	307	139	-	309	233	104	470	177	256	391	253	394	302	345
	85%	83%	87%	-	75%	87%	96%	-	85%	83%	89%	84%	88%	81%	87%	81%	87%	79%	90%
						a	ab								a		a		a
Minor fiddling / exaggeration of travel expenses	637	334	302	-	197	304	136	-	309	227	100	465	171	258	379	253	384	299	338
	83%	83%	84%	-	73%	86%	94%	-	85%	80%	85%	83%	85%	82%	84%	81%	85%	78%	88%
						a	ab											a	
Using company petrol for personal mileage	624	324	300	-	201	289	134	-	292	231	100	453	171	256	369	239	385	288	336
	82%	80%	84%	-	75%	82%	93%	-	80%	82%	85%	81%	85%	81%	82%	77%	85%	75%	88%
						a	ab									a		a	
Favouring family or friends when recruiting or awarding contracts	611	318	294	-	195	290	127	-	294	217	100	445	167	263	349	244	367	284	328
	80%	78%	82%	-	73%	83%	88%	-	81%	77%	85%	79%	82%	83%	78%	78%	81%	74%	86%
						a	a											a	
Posting personal mail from work (e.g. letters or parcels)	468	255	213	-	134	230	104	-	228	162	77	339	129	189	279	190	278	235	233
	61%	63%	59%	-	50%	65%	72%	-	63%	57%	66%	60%	64%	60%	62%	61%	62%	62%	61%
						a	a												
Taking pencils and pens from work	457	238	218	-	130	219	108	-	222	160	74	322	135	183	274	192	265	225	232
	60%	59%	61%	-	48%	62%	74%	-	61%	57%	63%	57%	67%	58%	61%	61%	59%	59%	61%
						a	ab						a						
Using the internet for personal use during working hours	397	202	195	-	130	169	98	-	203	124	70	274	123	163	234	158	240	195	202
	52%	50%	54%	-	49%	48%	68%	-	56%	44%	60%	49%	61%	52%	52%	51%	53%	51%	53%
						ab			b		b		a						
Making personal phone calls from work	348	172	176	-	117	151	80	-	169	122	57	235	113	149	199	133	215	174	173
	45%	42%	49%	-	44%	43%	55%	-	46%	43%	49%	42%	56%	47%	44%	43%	48%	46%	45%
							ab						a						



Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net:

Unacceptable

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Pretending to be sick to take the day off	649 85%	148 84%	109 84%	65 88%	112 82%	191 89%	24 75%	54 93%	162 82%	133 82%	164 83%	136 92%	294 82%	301 87%	142 77%	455 88%	53 85%	61 66%	558 88%
						df		bcf				bcd			a			a	
Charging personal entertainment to expenses	647 85%	147 84%	106 81%	70 96%	109 79%	189 88%	25 78%	56 96%	160 81%	137 84%	158 80%	135 91%	297 83%	294 85%	142 77%	455 88%	50 80%	60 65%	559 88%
				abdf		d		bcdfg				bdf			a			a	
Minor fiddling / exaggeration of travel expenses	637 83%	139 79%	109 83%	66 89%	113 82%	186 87%	24 75%	50 86%	165 83%	129 79%	162 82%	131 89%	293 82%	293 85%	145 78%	443 86%	49 78%	60 65%	548 87%
						a						c			a			a	
Using company petrol for personal mileage	624 82%	134 76%	108 82%	62 85%	108 79%	190 89%	22 69%	52 90%	151 77%	133 82%	157 80%	130 88%	284 79%	288 83%	135 73%	440 85%	50 80%	58 63%	537 85%
						adf		b				bdf			a			a	
Favouring family or friends when recruiting or awarding contracts	611 80%	137 78%	103 79%	64 86%	103 75%	180 84%	24 75%	49 85%	147 75%	118 73%	160 81%	136 92%	265 74%	297 86%	139 75%	424 82%	49 79%	61 66%	520 82%
						d						bcd			a			a	
Posting personal mail from work (e.g. letters or parcels)	468 61%	111 63%	85 65%	39 53%	73 53%	142 66%	17 53%	40 69%	119 60%	89 55%	123 62%	97 66%	207 58%	221 64%	116 63%	314 61%	38 61%	46 50%	401 63%
						cd												a	
Taking pencils and pens from work	457 60%	96 55%	82 63%	43 59%	84 61%	130 61%	20 63%	40 69%	117 59%	98 60%	117 59%	84 57%	215 60%	201 58%	97 52%	322 62%	38 62%	47 51%	386 61%
															a				
Using the internet for personal use during working hours	397 52%	99 57%	81 62%	39 54%	62 45%	105 49%	10 31%	36 62%	103 52%	90 55%	88 45%	80 54%	193 54%	169 49%	101 55%	264 51%	33 53%	50 54%	329 52%
								d		d			d						



Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net:

Unacceptable

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Total	a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Making personal phone calls from work	348	70	69	39	56	102	10	29	97	72	86	64	170	149	77	244	26	43	286
	45%	40%	53%	53%	41%	48%	32%	49%	49%	45%	43%	43%	47%	43%	42%	47%	42%	47%	45%
		adf	f																



Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net: Unacceptable

BASE: All respondents

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Pretending to be sick to take the day off	649	124	434	171	-	350	196	154	85	243	513	87
	85%	73%	88%	100%	-	85%	85%	85%	87%	84%	84%	91%
			a									
Charging personal entertainment to expenses	647	117	437	171	-	340	188	152	88	241	506	89
	85%	69%	89%	100%	-	83%	82%	84%	90%	83%	83%	93%
			a									ab
Minor fiddling / exaggeration of travel expenses	637	117	428	171	-	343	187	156	81	236	502	85
	83%	69%	87%	100%	-	83%	82%	86%	83%	82%	82%	89%
			a									
Using company petrol for personal mileage	624	117	417	171	-	338	187	151	81	234	492	86
	82%	69%	84%	100%	-	82%	81%	83%	83%	81%	81%	90%
			a									b
Favouring family or friends when recruiting or awarding contracts	611	114	412	171	-	326	181	145	87	237	490	77
	80%	67%	83%	100%	-	79%	79%	80%	89%	82%	80%	81%
			a						ab			
Posting personal mail from work (e.g. letters or parcels)	468	86	312	171	-	245	134	111	64	178	371	64
	61%	51%	63%	100%	-	60%	58%	61%	65%	62%	61%	67%
			a									
Taking pencils and pens from work	457	86	304	171	-	248	146	102	60	173	355	64
	60%	50%	62%	100%	-	60%	64%	56%	61%	60%	58%	67%
			a									
Using the internet for personal use during working hours	397	90	256	171	-	206	123	83	49	146	303	58
	52%	53%	52%	100%	-	50%	54%	46%	50%	51%	50%	60%
Making personal phone calls from work	348	81	217	171	-	196	121	75	44	136	278	45
	45%	48%	44%	100%	-	48%	53%	41%	45%	47%	46%	47%
							c					

Ethics at Work survey 2018 - Global research

Q1.1 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Taking pencils and pens from work

BASE: All respondents

	Total	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
Significance Level: 95%		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384	
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	47	29	19	-	28	13	6	-	19	25	4	40	7	22	25	17	30	26	21
		6%	7%	5%	-	11%	4%	4%	-	5%	9%	3%	7%	3%	7%	6%	6%	7%	7%	5%
						bc														
Fairly acceptable	(3.0)	248	129	119	-	103	114	31	-	116	93	38	189	59	106	141	99	149	128	120
		32%	32%	33%	-	38%	32%	21%	-	32%	33%	32%	34%	29%	34%	32%	32%	33%	33%	31%
						c	c													
Not very acceptable	(2.0)	288	149	139	-	84	139	64	-	134	108	46	206	82	117	171	114	173	136	152
		38%	37%	39%	-	31%	40%	45%	-	37%	38%	39%	37%	41%	37%	38%	37%	38%	36%	40%
						a	a													
Totally unacceptable	(1.0)	169	90	79	-	45	80	43	-	88	52	29	116	53	66	103	77	91	89	80
		22%	22%	22%	-	17%	23%	30%	-	24%	18%	24%	21%	26%	21%	23%	25%	20%	23%	21%
							a													
Don't know		12	9	3	-	7	5	-	-	6	5	1	10	2	4	8	4	8	3	9
		2%	2%	1%	-	3%	1%	-	-	2%	2%	1%	2%	1%	1%	2%	1%	2%	1%	2%
						c														
Net: Acceptable		295	157	138	-	131	127	37	-	135	118	42	230	66	129	167	116	179	154	141
		39%	39%	38%	-	49%	36%	26%	-	37%	42%	36%	41%	32%	41%	37%	37%	40%	40%	37%
						bc	c						b							
Net: Unacceptable		457	238	218	-	130	219	108	-	222	160	74	322	135	183	274	192	265	225	232
		60%	59%	61%	-	48%	62%	74%	-	61%	57%	63%	57%	67%	58%	61%	61%	59%	59%	61%
						a	a	ab					a							
Mean Score	2.23	2.24	2.22	-	2.44	2.17	2.00	-	2.18	2.32	2.15	2.28	2.10	2.27	2.20	2.18	2.27	2.24	2.22	
					bc	c				a		b								
Standard Deviation	.868	.885	.850	-	.901	.828	.825	-	.865	.881	.835	.878	.829	.876	.862	.875	.863	.890	.846	
Standard Error	.032	.045	.045	-	.056	.045	.067	-	.046	.052	.077	.037	.058	.050	.041	.050	.041	.046	.044	
Error variance	*	*	*	-	*	*	*	-	*	*	.01	*	*	*	*	*	*	*	*	



Ethics at Work survey 2018 - Global research

Q1.1 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Taking pencils and pens from work

BASE: All respondents

	Sector							Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable (4.0)	47 6%	11 6%	6 5%	2 3%	13 10%	11 5%	4 13% c	4 7%	13 7%	7 4%	16 8%	7 5%	20 6%	23 7%	21 11%	25 5%	1 2%	15 17%	31 5%
Fairly acceptable (3.0)	248 32%	63 36%	42 32%	28 39%	37 27%	69 32%	8 25%	13 22%	62 31%	56 35%	60 31%	56 38% a	118 33%	117 34%	65 35%	163 32%	19 31%	28 30%	210 33%
Not very acceptable (2.0)	288 38%	62 36%	43 33%	26 35%	58 42%	85 40%	13 41%	24 41%	79 40%	70 43% eg	69 35%	46 31%	149 42% eg	115 33%	61 33%	203 39%	24 39%	34 37%	235 37%
Totally unacceptable (1.0)	169 22%	34 19%	39 30% ad	18 24%	26 19%	45 21%	7 22%	17 29%	38 19%	28 17%	48 24%	38 26%	66 18% f	86 25%	35 19%	119 23%	14 23%	13 14%	151 24% a
Don't know	12 2%	5 3%	1 1%	- -	3 2%	3 1%	- -	1 2%	5 3%	1 1%	4 2%	1 1%	6 2%	5 1%	2 1%	7 1%	3 5% b	2 2%	5 1%
Net: Acceptable	295 39%	74 42%	48 36%	30 41%	51 37%	80 38%	12 37%	17 29%	75 38%	63 39%	77 39%	63 43%	138 38%	140 40%	86 47% b	189 36%	20 33%	43 47%	241 38%
Net: Unacceptable	457 60%	96 55%	82 63%	43 59%	84 61%	130 61%	20 63%	40 69%	117 59%	98 60%	117 59%	84 57%	215 60%	201 58%	97 52%	322 62% a	38 62%	47 51%	386 61%
Mean Score	2.23	2.30	2.11	2.20	2.28	2.22	2.28	2.07	2.26	2.26	2.23	2.22	2.26	2.23	2.39 bc	2.19	2.12	2.50 b	2.19
Standard Deviation	.868	.862	.894	.838	.890	.841	.960	.895	.853	.796	.920	.888	.826	.905	.929	.847	.799	.941	.859
Standard Error	.032	.066	.079	.097	.076	.058	.170	.117	.061	.063	.066	.073	.044	.049	.069	.037	.105	.100	.034
Error variance	*	*	.01	.01	.01	*	.03	.01	*	*	*	.01	*	*	*	*	.01	.01	*



Ethics at Work survey 2018 - Global research

Q1.1 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Taking pencils and pens from work

BASE: All respondents

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	47	28	-	12	26	18	8	6	20	42	5
	6%	11%	6%	-	46%	6%	8%	4%	6%	7%	7%	5%
Fairly acceptable	(3.0)	248	159	-	14	133	62	71	31	94	203	27
	32%	36%	32%	-	54%	32%	27%	39%	31%	32%	33%	28%
Not very acceptable	(2.0)	288	196	89	-	150	78	72	40	100	221	42
	38%	31%	40%	52%	-	36%	34%	40%	41%	35%	36%	44%
Totally unacceptable	(1.0)	169	108	82	-	98	68	30	20	73	134	21
	22%	20%	22%	48%	-	24%	30%	17%	21%	25%	22%	22%
Don't know		12	3	-	-	4	3	1	1	2	9	-
	2%	3%	1%	-	-	1%	1%	1%	1%	1%	2%	-
Net: Acceptable		295	187	-	27	159	80	79	37	114	245	32
	39%	46%	38%	-	100%	39%	35%	43%	38%	39%	40%	33%
Net: Unacceptable		457	304	171	-	248	146	102	60	173	355	64
	60%	50%	62%	100%	-	60%	64%	56%	61%	60%	58%	67%
Mean Score	2.23	2.38	2.22	1.52	3.46	2.21	2.14	2.31	2.23	2.21	2.26	2.16
		b						b				
Standard Deviation	.868	.936	.853	.501	.508	.884	.940	.800	.854	.906	.883	.833
Standard Error	.032	.073	.038	.038	.100	.044	.062	.060	.087	.054	.036	.085
Error variance	*	.01	*	*	.01	*	*	*	.01	*	*	.01

Ethics at Work survey 2018 - Global research

Q1.2 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Posting personal mail from work (e.g. letters or parcels)

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager		
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Significance Level: 95%																				
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384	
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	49	28	21	-	27	18	3	-	25	19	5	44	5	23	25	24	25	28	21
		6%	7%	6%	-	10%	5%	2%	-	7%	7%	4%	8%	3%	7%	6%	8%	6%	7%	6%
						bc							b							
Fairly acceptable	(3.0)	230	115	115	-	97	95	38	-	103	96	31	170	60	91	139	97	133	117	113
		30%	28%	32%	-	36%	27%	26%	-	28%	34%	26%	30%	30%	29%	31%	31%	29%	31%	30%
						bc														
Not very acceptable	(2.0)	260	142	118	-	85	125	50	-	125	88	47	198	62	104	156	106	154	132	127
		34%	35%	33%	-	32%	36%	34%	-	34%	31%	40%	35%	31%	33%	35%	34%	34%	35%	33%
Totally unacceptable	(1.0)	208	113	95	-	49	105	54	-	103	75	31	141	67	85	124	84	125	103	105
		27%	28%	26%	-	18%	30%	37%	-	28%	26%	26%	25%	33%	27%	28%	27%	28%	27%	27%
						a	a						a							
Don't know		17	7	10	-	9	8	-	-	7	6	4	9	8	12	5	2	15	2	15
		2%	2%	3%	-	3%	2%	-	-	2%	2%	3%	2%	4%	4%	1%	1%	3%	1%	4%
						c								b			a		a	
Net: Acceptable		279	142	136	-	125	113	41	-	128	115	36	213	66	114	164	120	158	144	134
		36%	35%	38%	-	47%	32%	28%	-	35%	41%	31%	38%	32%	36%	37%	39%	35%	38%	35%
						bc														
Net: Unacceptable		468	255	213	-	134	230	104	-	228	162	77	339	129	189	279	190	278	235	233
		61%	63%	59%	-	50%	65%	72%	-	63%	57%	66%	60%	64%	60%	62%	61%	62%	62%	61%
						a	a													
Mean Score		2.16	2.14	2.18	-	2.40	2.08	1.93	-	2.14	2.21	2.09	2.21	2.02	2.18	2.15	2.19	2.14	2.18	2.14
						bc							b							
Standard Deviation		.908	.913	.902	-	.914	.891	.846	-	.918	.919	.848	.915	.873	.928	.895	.922	.898	.916	.900
Standard Error		.033	.046	.048	-	.057	.048	.069	-	.049	.054	.079	.039	.062	.053	.042	.052	.043	.047	.047
Error variance		*	*	*	-	*	*	*	-	*	*	.01	*	*	*	*	*	*	*	*



Ethics at Work survey 2018 - Global research

Q1.2 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Posting personal mail from work (e.g. letters or parcels)

BASE: All respondents

	Sector							Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable (4.0)	49 6%	10 6%	7 5%	2 3%	14 10%	8 4%	7 22% abce	- -	16 8%	10 6%	15 8%	7 5%	26 7%	23 7%	21 12%	25 5%	2 3%	15 17%	30 5%
Fairly acceptable (3.0)	230 30%	51 29%	34 26%	29 39%	47 34%	61 28%	8 25%	18 31%	59 30%	60 37% dg	52 26%	40 27%	120 33%	92 27%	45 25%	167 32%	18 29%	30 32%	190 30%
Not very acceptable (2.0)	260 34%	68 39%	41 32%	21 29%	44 32%	78 36%	7 22%	21 35%	77 39%	52 32%	67 34%	43 29%	129 36%	110 32%	64 34%	173 34%	23 37%	26 28%	221 35%
Totally unacceptable (1.0)	208 27%	43 25%	43 33% d	18 25%	29 21%	65 30%	10 31%	20 33%	42 21%	36 22%	56 28%	54 37% bcf	79 22%	110 32% bcf	52 28%	141 27%	15 25%	20 22%	179 28%
Don't know	17 2%	3 2%	5 4%	3 4%	3 2%	3 1%	- -	- -	3 2%	3 2%	7 4%	4 3%	6 2%	11 3%	2 1%	11 2%	4 7% ab	1 1%	11 2%
Net: Acceptable	279 36%	61 35%	41 32%	31 42%	61 44% be	69 32%	15 47%	18 31%	76 38%	71 43% eg	67 34%	47 32%	146 41% g	114 33%	67 36%	192 37%	20 32%	45 49% b	220 35%
Net: Unacceptable	468 61%	111 63%	85 65%	39 53%	73 53% cd	142 66%	17 53%	40 69%	119 60%	89 55%	123 62%	97 66%	207 58%	221 64%	116 63%	314 61%	38 61%	46 50% a	401 63%
Mean Score	2.16	2.16	2.04	2.21	2.34 be	2.06	2.37	1.98	2.26 aeg	2.28 aeg	2.14	2.00	2.27 aeg	2.08	2.20	2.15	2.11	2.45 b	2.11
Standard Deviation	.908	.872	.920	.870	.936	.864	1.159	.811	.891	.890	.934	.927	.889	.932	.985	.887	.844	1.017	.882
Standard Error	.033	.067	.082	.103	.080	.059	.205	.106	.064	.071	.068	.077	.047	.051	.073	.039	.112	.107	.035
Error variance	*	*	.01	.01	.01	*	.04	.01	*	*	*	.01	*	*	.01	*	.01	.01	*



Ethics at Work survey 2018 - Global research

Q1.2 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Posting personal mail from work (e.g. letters or parcels)

BASE: All respondents

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	49	27	-	12	26	20	5	7	23	41	3
	6%	11%	6%	-	46%	6%	9%	3%	7%	8%	7%	3%
		b					c					
Fairly acceptable	(3.0)	230	148	-	14	133	71	61	25	83	186	29
	30%	36%	30%	-	54%	32%	31%	34%	25%	29%	31%	30%
Not very acceptable	(2.0)	260	181	71	-	125	63	62	40	91	200	40
	34%	26%	37%	41%	-	30%	27%	34%	41%	31%	33%	42%
		a							b			
Totally unacceptable	(1.0)	208	131	100	-	120	71	49	24	88	171	24
	27%	25%	26%	59%	-	29%	31%	27%	25%	30%	28%	25%
Don't know		17	7	-	-	8	4	4	2	5	12	-
	2%	3%	1%	-	-	2%	2%	2%	2%	2%	2%	-
Net: Acceptable		279	175	-	27	158	92	66	32	105	227	32
	36%	46%	35%	-	100%	38%	40%	37%	33%	37%	37%	33%
		b										
Net: Unacceptable		468	312	171	-	245	134	111	64	178	371	64
	61%	51%	63%	100%	-	60%	58%	61%	65%	62%	61%	67%
			a									
Mean Score	2.16	2.34	2.15	1.41	3.46	2.16	2.19	2.13	2.16	2.14	2.16	2.12
		b										
Standard Deviation	.908	.981	.882	.494	.508	.925	.981	.851	.888	.950	.919	.818
Standard Error	.033	.077	.040	.038	.100	.046	.065	.064	.091	.056	.038	.083
Error variance	*	.01	*	*	.01	*	*	*	.01	*	*	.01

Ethics at Work survey 2018 - Global research

Q1.3 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Making personal phone calls from work

BASE: All respondents

	Total	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
Significance Level: 95%		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384	
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	72	50	22	-	28	37	7	-	26	37	9	65	7	30	42	40	32	39	33
		9%	12%	6%	-	11%	10%	5%	-	7%	13%	8%	12%	3%	10%	9%	13%	7%	10%	9%
			b		c	c				a		b			b					
Fairly acceptable	(3.0)	335	177	158	-	121	156	58	-	163	121	50	254	81	132	202	139	196	165	170
		44%	44%	44%	-	45%	44%	40%	-	45%	43%	43%	45%	40%	42%	45%	44%	43%	43%	44%
Not very acceptable	(2.0)	231	122	110	-	82	94	55	-	107	86	38	153	79	98	133	86	145	112	120
		30%	30%	31%	-	31%	27%	38%	-	29%	31%	33%	27%	39%	31%	30%	28%	32%	29%	31%
							b					a								
Totally unacceptable	(1.0)	116	50	66	-	35	56	24	-	62	35	19	82	34	51	65	47	69	63	54
		15%	12%	18%	-	13%	16%	17%	-	17%	13%	16%	15%	17%	16%	15%	15%	15%	16%	14%
				a																
Don't know		10	6	4	-	2	8	-	-	6	3	1	8	2	4	6	1	9	4	6
		1%	2%	1%	-	1%	2%	-	-	2%	1%	1%	1%	1%	1%	1%	*	2%	1%	2%
							a													
Net: Acceptable		406	227	179	-	149	192	65	-	189	158	59	318	88	162	244	178	228	204	203
		53%	56%	50%	-	56%	55%	45%	-	52%	56%	50%	57%	43%	51%	54%	57%	50%	53%	53%
						c	c					b								
Net: Unacceptable		348	172	176	-	117	151	80	-	169	122	57	235	113	149	199	133	215	174	173
		45%	42%	49%	-	44%	43%	55%	-	46%	43%	49%	42%	56%	47%	44%	43%	48%	46%	45%
							ab					a								
Mean Score		2.48	2.57	2.38	-	2.53	2.50	2.33	-	2.43	2.57	2.42	2.54	2.30	2.45	2.50	2.55	2.43	2.48	2.48
			b		c	c				a		b								
Standard Deviation		.865	.865	.855	-	.854	.892	.807	-	.858	.874	.855	.883	.789	.878	.857	.898	.839	.888	.843
Standard Error		.032	.044	.045	-	.053	.049	.065	-	.046	.052	.079	.038	.055	.050	.041	.051	.040	.046	.043
Error variance		*	*	*	-	*	*	*	-	*	*	.01	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.3 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Making personal phone calls from work

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct			
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b	
Significance Level: 95%																				
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633	
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	72	21	5	5	18	16	6	4	14	15	22	16	29	38	24	43	4	16	51
		9%	12%	4%	7%	13%	7%	19%	7%	7%	9%	11%	11%	8%	11%	13%	8%	7%	18%	8%
		b			b			be										b		
Fairly acceptable	(3.0)	335	81	54	29	59	16	26	85	73	84	67	158	151	82	225	27	33	287	
		44%	46%	42%	40%	43%	44%	50%	44%	43%	45%	43%	45%	44%	44%	45%	44%	44%	36%	45%
Not very acceptable	(2.0)	231	45	41	27	40	70	8	19	63	50	59	41	112	100	51	162	18	24	197
		30%	26%	32%	36%	29%	33%	25%	33%	32%	31%	30%	28%	31%	29%	28%	31%	30%	26%	31%
Totally unacceptable	(1.0)	116	25	28	13	17	32	2	9	35	23	27	23	57	50	27	82	8	19	89
		15%	14%	21%	17%	12%	15%	6%	16%	18%	14%	14%	15%	16%	14%	14%	16%	13%	21%	14%
		d																		
Don't know		10	3	2	-	4	1	-	1	2	6	1	3	7	1	5	4	-	7	
		1%	2%	2%	-	3%	*	-	1%	1%	3%	1%	1%	2%	1%	1%	7%	-	1%	
											f						ab			
Net: Acceptable		406	102	60	34	77	111	22	30	99	88	106	83	187	190	106	268	31	49	338
		53%	58%	46%	47%	56%	52%	68%	51%	50%	54%	54%	56%	52%	55%	58%	52%	51%	53%	54%
			b					bc												
Net: Unacceptable		348	70	69	39	56	102	10	29	97	72	86	64	170	149	77	244	26	43	286
		45%	40%	53%	53%	41%	48%	32%	49%	49%	45%	43%	43%	47%	43%	42%	47%	42%	47%	45%
				adf	f															
Mean Score		2.48	2.57	2.29	2.36	2.59	2.45	2.81	2.42	2.40	2.50	2.53	2.52	2.45	2.53	2.56	2.45	2.48	2.50	2.48
			b			b		bce												
Standard Deviation		.865	.886	.850	.853	.877	.836	.823	.842	.859	.853	.874	.886	.857	.878	.896	.859	.822	1.012	.837
Standard Error		.032	.068	.075	.099	.075	.057	.146	.110	.061	.067	.063	.073	.045	.048	.066	.038	.109	.106	.033
Error variance		*	*	.01	.01	.01	*	.02	.01	*	*	*	.01	*	*	*	*	.01	.01	*



Ethics at Work survey 2018 - Global research

Q1.3 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Making personal phone calls from work

BASE: All respondents

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	72	44	-	13	44	32	12	12	36	64	5
	9%	13%	9%	-	50%	11%	14%	7%	12%	12%	10%	5%
							c			c		
Fairly acceptable	(3.0)	335	227	-	13	169	76	93	40	115	261	46
	44%	38%	46%	-	50%	41%	33%	51%	41%	40%	43%	48%
							ab					
Not very acceptable	(2.0)	231	155	108	-	128	75	52	32	89	184	33
	30%	28%	31%	63%	-	31%	33%	29%	33%	31%	30%	35%
Totally unacceptable	(1.0)	116	62	63	-	68	45	23	12	46	94	12
	15%	20%	13%	37%	-	17%	20%	13%	12%	16%	15%	12%
			b									
Don't know		10	6	-	-	3	1	2	2	2	7	-
	1%	2%	1%	-	-	1%	*	1%	2%	1%	1%	-
Net: Acceptable		406	271	-	27	212	108	105	52	151	325	50
	53%	51%	55%	-	100%	52%	47%	58%	53%	52%	53%	53%
								b				
Net: Unacceptable		348	217	171	-	196	121	75	44	136	278	45
	45%	48%	44%	100%	-	48%	53%	41%	45%	47%	46%	47%
							c					
Mean Score	2.48	2.44	2.52	1.63	3.50	2.46	2.41	2.52	2.54	2.49	2.49	2.45
Standard Deviation	.865	.958	.829	.484	.510	.894	.959	.801	.868	.908	.880	.779
Standard Error	.032	.074	.037	.037	.100	.044	.063	.060	.089	.054	.036	.079
Error variance	*	.01	*	*	.01	*	*	*	.01	*	*	.01

Ethics at Work survey 2018 - Global research

Q1.4 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Using the internet for personal use during working hours

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager		
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Significance Level: 95%																				
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384	
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	86	52	34	-	39	42	5	-	38	39	9	75	11	39	48	42	44	51	35
		11%	13%	9%	-	15%	12%	3%	-	11%	14%	8%	13%	5%	12%	11%	13%	10%	13%	9%
						c	c					b								
Fairly acceptable	(3.0)	269	143	126	-	96	132	41	-	115	117	37	205	64	108	162	111	159	132	137
		35%	35%	35%	-	36%	38%	28%	-	32%	42%	32%	37%	32%	34%	36%	35%	35%	35%	36%
						c	c			a										
Not very acceptable	(2.0)	240	114	126	-	86	95	59	-	113	85	43	164	77	99	142	93	148	112	128
		31%	28%	35%	-	32%	27%	41%	-	31%	30%	36%	29%	38%	31%	32%	30%	33%	29%	34%
				a				b				a								
Totally unacceptable	(1.0)	157	88	69	-	44	74	38	-	90	39	28	111	46	64	92	65	92	83	73
		21%	22%	19%	-	17%	21%	27%	-	25%	14%	23%	20%	23%	20%	21%	21%	20%	22%	19%
								a		b		b								
Don't know		11	7	4	-	2	8	1	-	7	3	1	7	4	6	5	2	9	3	8
		1%	2%	1%	-	1%	2%	1%	-	2%	1%	1%	1%	2%	2%	1%	1%	2%	1%	2%
Net: Acceptable		356	196	160	-	136	174	46	-	153	156	46	280	75	146	209	153	203	183	172
		47%	48%	45%	-	51%	49%	32%	-	42%	55%	39%	50%	37%	46%	47%	49%	45%	48%	45%
						c	c			ac		b								
Net: Unacceptable		397	202	195	-	130	169	98	-	203	124	70	274	123	163	234	158	240	195	202
		52%	50%	54%	-	49%	48%	68%	-	56%	44%	60%	49%	61%	52%	52%	51%	53%	51%	53%
								ab		b		b		a						
Mean Score		2.38	2.40	2.35	-	2.49	2.41	2.09	-	2.28	2.56	2.24	2.44	2.20	2.39	2.37	2.42	2.35	2.40	2.36
						c	c			ac		b								
Standard Deviation		.939	.973	.900	-	.939	.959	.830	-	.963	.897	.906	.958	.860	.952	.931	.967	.919	.975	.902
Standard Error		.034	.049	.047	-	.058	.052	.068	-	.052	.053	.084	.041	.061	.054	.044	.055	.044	.050	.047
Error variance		*	*	*	-	*	*	*	-	*	*	.01	*	*	*	*	*	*	*	*



Ethics at Work survey 2018 - Global research

Q1.4 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Using the internet for personal use during working hours

BASE: All respondents

	Sector							Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable (4.0)	86 11%	16 9%	8 6%	5 7%	26 19% abce	23 11%	8 25% abce	4 7%	23 12%	19 12%	25 13%	14 10%	43 12%	40 11%	27 15%	55 11%	4 7%	16 18% b	65 10%
Fairly acceptable (3.0)	269 35%	56 32%	40 31%	29 40%	48 35%	83 39%	13 41%	17 29%	69 35%	52 32%	78 39%	53 36%	121 34%	131 38%	56 30%	191 37%	23 38%	26 28%	229 36%
Not very acceptable (2.0)	240 31%	62 35%	41 32%	25 33%	41 30%	66 31%	6 19%	21 37%	68 35%	55 34%	54 27%	42 28%	123 34%	96 28%	57 31%	162 31%	21 34%	28 30%	201 32%
Totally unacceptable (1.0)	157 21%	38 21%	40 31%	15 20% def	21 16%	39 18%	4 12%	15 25%	35 18%	35 21%	34 17%	38 26%	69 19%	73 21%	44 24%	102 20%	11 18%	22 24%	128 20%
Don't know	11 1%	4 2%	1 1%	- -	2 1%	3 1%	1 3%	1 2%	2 1%	1 1%	6 3% f	1 1%	3 1%	7 2%	1 1%	8 2%	2 3%	- -	9 1%
Net: Acceptable	356 47%	72 41%	49 37%	34 46%	73 53% ab	106 50% b	21 66% ab	21 36%	92 47%	72 44%	103 52% a	67 45%	164 46%	170 49%	83 45%	245 47%	27 44%	42 46%	294 46%
Net: Unacceptable	397 52%	99 57% df	81 62% def	39 54% f	62 45%	105 49%	10 31%	36 62% d	103 52%	90 55% d	88 45%	80 54%	193 54% d	169 49%	101 55%	264 51%	33 53%	50 54%	329 52%
Mean Score	2.38	2.30	2.13	2.33	2.57 ab	2.43 b	2.81 abce	2.18	2.42	2.35	2.49 a	2.29	2.39	2.41	2.36	2.39	2.34	2.40	2.37
Standard Deviation	.939	.917	.927	.877	.972	.917	.974	.905	.916	.951	.936	.963	.931	.952	1.004	.925	.865	1.043	.923
Standard Error	.034	.070	.082	.102	.083	.063	.175	.119	.065	.075	.068	.079	.049	.052	.074	.041	.113	.109	.037
Error variance	*	*	.01	.01	.01	*	.03	.01	*	.01	*	.01	*	*	.01	*	.01	.01	*



Ethics at Work survey 2018 - Global research

Q1.4 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Using the internet for personal use during working hours

BASE: All respondents

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	86	48	-	17	45	29	16	17	39	73	11
		11%	10%	-	65%	11%	13%	9%	17%	13%	12%	12%
			b		c							
Fairly acceptable	(3.0)	269	187	-	9	155	75	80	32	98	226	27
		35%	38%	-	35%	38%	33%	44%	32%	34%	37%	28%
			a		b							
Not very acceptable	(2.0)	240	159	82	-	120	65	55	29	83	177	40
		31%	32%	48%	-	29%	28%	30%	30%	29%	29%	42%
												ab
Totally unacceptable	(1.0)	157	97	89	-	87	59	28	20	63	126	18
		21%	20%	52%	-	21%	26%	15%	21%	22%	21%	19%
							c					
Don't know		11	3	-	-	5	2	3	-	6	7	-
		1%	1%	-	-	1%	1%	2%	-	2%	1%	-
			b									
Net: Acceptable		356	235	-	27	200	104	96	49	137	299	38
		47%	48%	-	100%	49%	45%	53%	50%	47%	49%	40%
Net: Unacceptable		397	256	171	-	206	123	83	49	146	303	58
		52%	52%	100%	-	50%	54%	46%	50%	51%	50%	60%
Mean Score	2.38	2.40	2.38	1.48	3.65	2.39	2.33	2.47	2.47	2.40	2.41	2.33
Standard Deviation	.939	1.006	.910	.501	.487	.942	.996	.864	1.009	.982	.951	.912
Standard Error	.034	.078	.041	.038	.095	.047	.066	.065	.102	.058	.039	.093
Error variance	*	.01	*	*	.01	*	*	*	.01	*	*	.01

Ethics at Work survey 2018 - Global research

Q1.5 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Using company petrol for personal mileage

BASE: All respondents

	Total	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Significance Level: 95%																				
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384	
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	34	22	12	-	21	11	2	-	20	11	3	32	2	18	15	21	13	24	10
		4%	5%	3%	-	8%	3%	1%	-	5%	4%	3%	6%	1%	6%	3%	7%	3%	6%	3%
						bc							b			b		b		
Fairly acceptable	(3.0)	91	52	39	-	40	43	8	-	44	34	13	68	23	35	57	52	39	65	26
		12%	13%	11%	-	15%	12%	5%	-	12%	12%	11%	12%	12%	11%	13%	17%	9%	17%	7%
						c	c									b		b		
Not very acceptable	(2.0)	250	126	124	-	94	113	44	-	118	95	37	185	65	96	154	94	156	105	145
		33%	31%	34%	-	35%	32%	30%	-	32%	34%	31%	33%	32%	31%	34%	30%	35%	28%	38%
																			a	
Totally unacceptable	(1.0)	374	197	177	-	107	176	90	-	174	136	64	268	106	159	215	146	229	183	192
		49%	49%	49%	-	40%	50%	63%	-	48%	48%	54%	48%	53%	51%	48%	47%	51%	48%	50%
						a	a	ab												
Don't know		15	7	8	-	6	8	1	-	7	7	1	9	6	7	8	1	14	5	10
		2%	2%	2%	-	2%	2%	1%	-	2%	2%	1%	2%	3%	2%	2%	*	3%	1%	3%
																	a			
Net: Acceptable		125	74	51	-	61	54	10	-	64	45	16	99	25	53	72	72	53	89	36
		16%	18%	14%	-	23%	15%	7%	-	18%	16%	14%	18%	13%	17%	16%	23%	12%	23%	9%
						bc	c									b		b		
Net: Unacceptable		624	324	300	-	201	289	134	-	292	231	100	453	171	256	369	239	385	288	336
		82%	80%	84%	-	75%	82%	93%	-	80%	82%	85%	81%	85%	81%	82%	77%	85%	75%	88%
						a	a	ab									a		a	
Mean Score	1.71	1.74	1.68	-	1.90	1.68	1.45	-	1.75	1.71	1.62	1.75	1.60	1.72	1.71	1.83	1.63	1.81	1.61	
					bc	c						b			b		b			
Standard Deviation	.848	.884	.806	-	.934	.818	.661	-	.879	.832	.788	.882	.736	.888	.820	.934	.772	.936	.737	
Standard Error	.031	.045	.043	-	.058	.044	.054	-	.047	.049	.073	.038	.052	.051	.039	.053	.037	.048	.038	
Error variance	*	*	*	-	*	*	*	-	*	*	.01	*	*	*	*	*	*	*	*	



Ethics at Work survey 2018 - Global research

Q1.5 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Using company petrol for personal mileage

BASE: All respondents

	Sector							Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable (4.0)	34 4%	7 4%	4 3%	- -	11 8%	6 3%	5 16% ce	1 2%	16 8%	5 3%	7 4%	4 3%	21 6%	11 3%	20 11%	13 3%	1 2%	16 18%	16 3%
Fairly acceptable (3.0)	91 12%	31 18%	15 12%	11 15%	16 12%	12 6%	5 15%	5 9%	28 14%	22 14%	23 12%	13 9%	50 14%	36 10%	29 16%	54 10%	8 13%	16 18%	70 11%
Not very acceptable (2.0)	250 33%	55 31%	45 34%	29 39%	46 34%	67 31%	8 25%	24 40%	61 31%	57 35%	66 33%	42 29%	118 33%	109 31%	46 25%	183 35%	21 34%	23 25%	213 34%
Totally unacceptable (1.0)	374 49%	79 45%	63 48%	34 46%	62 45%	122 57%	14 44%	29 49%	90 46%	76 47%	91 46%	88 59%	166 46%	179 52%	89 48%	257 50%	28 46%	35 38%	324 51%
Don't know	15 2%	3 2%	4 3%	- -	2 1%	6 3%	- -	- -	2 1%	2 1%	10 5%	1 1%	4 1%	11 3%	1 1%	11 2%	3 5%	1 1%	9 1%
Net: Acceptable	125 16%	39 22%	19 15%	11 15%	28 20%	18 8%	10 31% be	6 10%	44 22%	27 17%	30 15%	17 11%	71 20%	47 14%	49 26%	67 13%	9 15%	33 36%	86 14%
Net: Unacceptable	624 82%	134 76%	108 82%	62 85%	108 79%	190 89%	22 69%	52 90%	151 77%	133 82%	157 80%	130 88%	284 79%	288 83%	135 73%	440 85%	50 80%	58 63%	537 85%
Mean Score	1.71	1.81	1.69	1.70	1.83	1.53	2.03	1.63	1.85	1.73	1.71	1.55	1.79	1.64	1.89	1.65	1.69	2.16	1.64
Standard Deviation	.848	.881	.808	.723	.943	.736	1.121	.723	.960	.819	.827	.771	.899	.806	1.031	.772	.778	1.131	.782
Standard Error	.031	.067	.072	.084	.081	.051	.198	.094	.069	.065	.060	.064	.048	.044	.076	.034	.102	.119	.031
Error variance	*	*	.01	.01	.01	*	.04	.01	*	*	*	*	*	*	.01	*	.01	.01	*



Ethics at Work survey 2018 - Global research

Q1.5 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Using company petrol for personal mileage

BASE: All respondents

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None	
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c	
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97	
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	34	12	19	-	15	21	14	6	6	15	28	4
		4%	7%	4%	-	58%	5%	6%	3%	6%	5%	5%	4%
Fairly acceptable	(3.0)	91	35	52	-	11	47	24	22	10	32	79	6
		12%	20%	11%	-	42%	11%	11%	12%	10%	11%	13%	6%
			b										
Not very acceptable	(2.0)	250	49	164	39	-	125	68	58	37	79	190	40
		33%	29%	33%	22%	-	30%	29%	32%	38%	27%	31%	41%
													ab
Totally unacceptable	(1.0)	374	68	253	133	-	213	119	94	44	155	302	46
		49%	40%	51%	78%	-	52%	52%	52%	45%	54%	50%	48%
				a									
Don't know		15	6	6	-	-	6	4	2	1	7	11	-
		2%	4%	1%	-	-	1%	2%	1%	1%	2%	2%	-
			b										
Net: Acceptable		125	47	72	-	27	67	39	29	16	48	107	10
		16%	28%	15%	-	100%	16%	17%	16%	16%	17%	18%	10%
			b										
Net: Unacceptable		624	117	417	171	-	338	187	151	81	234	492	86
		82%	69%	84%	100%	-	82%	81%	83%	83%	81%	81%	90%
				a									b
Mean Score		1.71	1.95	1.67	1.22	3.58	1.69	1.71	1.67	1.77	1.67	1.72	1.66
			b										
Standard Deviation		.848	.967	.821	.419	.503	.866	.899	.825	.871	.883	.863	.778
Standard Error		.031	.076	.037	.032	.099	.043	.060	.062	.088	.053	.035	.079
Error variance		*	.01	*	*	.01	*	*	*	.01	*	*	.01



Ethics at Work survey 2018 - Global research

Q1.6 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Charging personal entertainment to expenses

BASE: All respondents

	Total	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
Significance Level: 95%		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384	
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	27	20	8	-	18	8	1	-	12	13	3	25	2	10	17	20	7	23	4
		4%	5%	2%	-	7%	2%	1%	-	3%	5%	3%	5%	1%	3%	4%	7%	2%	6%	1%
						bc							b			b		b		
Fairly acceptable	(3.0)	69	42	27	-	39	26	4	-	35	26	8	53	16	35	33	36	33	49	20
		9%	10%	8%	-	15%	7%	3%	-	9%	9%	7%	9%	8%	11%	7%	11%	7%	13%	5%
						bc	c									b		b		
Not very acceptable	(2.0)	138	75	63	-	58	57	23	-	65	50	23	98	39	53	84	54	83	71	67
		18%	19%	17%	-	22%	16%	16%	-	18%	18%	20%	17%	20%	17%	19%	17%	18%	19%	17%
Totally unacceptable	(1.0)	509	261	249	-	143	251	116	-	244	184	81	372	138	202	307	199	310	231	278
		67%	64%	69%	-	53%	71%	80%	-	67%	65%	69%	66%	68%	64%	68%	64%	69%	61%	73%
						a	ab											a		
Don't know		21	8	13	-	10	10	1	-	8	11	2	13	8	14	7	3	18	7	14
		3%	2%	4%	-	4%	3%	1%	-	2%	4%	2%	2%	4%	4%	2%	1%	4%	2%	4%
															b		a			
Net: Acceptable		96	61	35	-	57	34	5	-	46	39	11	78	18	46	50	56	40	73	24
		13%	15%	10%	-	21%	10%	3%	-	13%	14%	9%	14%	9%	15%	11%	18%	9%	19%	6%
			b			bc	c									b		b		
Net: Unacceptable		647	336	311	-	201	307	139	-	309	233	104	470	177	256	391	253	394	302	345
		85%	83%	87%	-	75%	87%	96%	-	85%	83%	89%	84%	88%	81%	87%	81%	87%	79%	90%
						a	ab								a		a		a	
Mean Score	1.48	1.55	1.41	-	1.74	1.39	1.23	-	1.48	1.51	1.42	1.51	1.39	1.52	1.46	1.60	1.39	1.64	1.32	
		b			bc	c									b		b			
Standard Deviation	.811	.869	.733	-	.961	.732	.525	-	.801	.852	.739	.850	.682	.833	.795	.933	.699	.933	.624	
Standard Error	.030	.044	.039	-	.060	.040	.043	-	.043	.051	.069	.036	.048	.048	.038	.053	.034	.048	.032	
Error variance	*	*	*	-	*	*	*	-	*	*	*	*	*	*	*	*	*	*	*	



Ethics at Work survey 2018 - Global research

Q1.6 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Charging personal entertainment to expenses

BASE: All respondents

	Sector							Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b	
Significance Level: 95%																				
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633	
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	27	6	5	-	10	1	5	-	9	6	10	2	15	12	18	8	1	15	11
	4%	4%	4%	-	7%	*	16%	-	5%	4%	5%	1%	4%	4%	10%	2%	2%	17%	2%	
		e	e		ce		abce								bc			b		
Fairly acceptable	(3.0)	69	20	13	2	15	16	2	2	20	18	20	8	38	28	22	41	6	14	47
	9%	11%	10%	3%	11%	7%	6%	4%	10%	11%	10%	6%	11%	8%	12%	8%	10%	16%	7%	
		c			c													b		
Not very acceptable	(2.0)	138	37	25	18	20	31	7	13	40	39	26	19	79	46	22	100	15	11	115
	18%	21%	19%	24%	15%	14%	22%	22%	20%	24%	13%	13%	22%	13%	12%	19%	25%	12%	18%	
				e						g	deg			deg		a	a			
Totally unacceptable	(1.0)	509	110	81	52	89	158	18	43	120	98	132	116	218	248	119	355	34	49	444
	67%	63%	62%	71%	65%	74%	56%	74%	61%	60%	67%	78%	61%	72%	65%	69%	56%	53%	70%	
						abf		f					bcd	bcf		c		a		
Don't know		21	3	6	1	3	8	-	-	8	1	9	3	9	12	3	13	5	2	15
	3%	2%	5%	1%	2%	4%	-	-	4%	1%	5%	2%	2%	3%	2%	3%	8%	2%	2%	
									c		c						ab			
Net: Acceptable		96	26	19	2	26	17	7	2	29	25	30	10	53	41	40	49	7	30	58
	13%	15%	14%	3%	19%	8%	22%	4%	15%	15%	15%	7%	15%	12%	22%	9%	12%	32%	9%	
		ce	c		ce		ce		ae	ae	ae		ae		b			b		
Net: Unacceptable		647	147	106	70	109	189	25	56	160	137	158	135	297	294	142	455	50	60	559
	85%	84%	81%	96%	79%	88%	78%	96%	81%	84%	80%	91%	83%	85%	77%	88%	80%	65%	88%	
				abdf		d		bcd	fg				bdf		a			a		
Mean Score	1.48	1.55	1.54	1.31	1.60	1.32	1.81	1.29	1.57	1.58	1.51	1.29	1.57	1.42	1.66	1.41	1.54	1.96	1.39	
		ce	ce		ce		ce		aeg	aeg	e		aeg		b			b		
Standard Deviation	.811	.834	.846	.524	.963	.635	1.118	.532	.865	.840	.888	.638	.852	.796	1.034	.709	.766	1.185	.707	
Standard Error	.030	.064	.076	.061	.083	.044	.198	.069	.063	.066	.065	.053	.045	.044	.077	.032	.102	.126	.028	
Error variance	*	*	.01	*	.01	*	.04	*	*	*	*	*	*	*	.01	*	.01	.02	*	



Ethics at Work survey 2018 - Global research

Q1.6 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Charging personal entertainment to expenses

BASE: All respondents

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None	
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c	
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97	
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	27	15	12	-	13	21	14	7	2	12	26	1
		4%	9%	2%	-	49%	5%	6%	4%	2%	4%	4%	1%
Fairly acceptable	(3.0)	69	30	35	-	13	41	22	19	5	28	63	3
		9%	18%	7%	-	51%	10%	10%	10%	5%	10%	10%	3%
Not very acceptable	(2.0)	138	35	81	22	-	58	33	25	16	39	101	18
		18%	21%	16%	13%	-	14%	14%	14%	16%	14%	17%	19%
Totally unacceptable	(1.0)	509	81	356	149	-	282	155	127	72	202	405	71
		67%	48%	72%	87%	-	69%	68%	70%	74%	70%	66%	74%
Don't know		21	8	10	-	-	9	5	4	3	8	15	3
		3%	5%	2%	-	-	2%	2%	2%	3%	3%	2%	3%
Net: Acceptable		96	45	47	-	27	62	37	26	7	40	89	4
		13%	27%	9%	-	100%	15%	16%	14%	7%	14%	15%	4%
Net: Unacceptable		647	117	437	171	-	340	188	152	88	241	506	89
		85%	69%	89%	100%	-	83%	82%	84%	90%	83%	83%	93%
Mean Score	1.48	1.87	1.39	1.13	3.49		1.51	1.54	1.47	1.33	1.47	1.51	1.29
		b					d				c		
Standard Deviation	.811	1.028	.729	.335	.510		.881	.914	.838	.673	.844	.853	.583
Standard Error	.030	.081	.033	.025	.100		.044	.061	.063	.069	.050	.035	.060
Error variance	*	.01	*	*	.01		*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.7 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? -

Pretending to be sick to take the day off

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager		
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
Significance Level: 95%																				
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384	
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	36	18	18	-	24	11	1	-	15	20	2	28	8	17	19	20	16	28	8
		5%	5%	5%	-	9%	3%	1%	-	4%	7%	2%	5%	4%	5%	4%	7%	4%	7%	2%
						bc					c							b		
Fairly acceptable	(3.0)	69	36	34	-	37	29	4	-	31	25	13	51	18	28	41	29	41	38	31
		9%	9%	9%	-	14%	8%	3%	-	9%	9%	11%	9%	9%	9%	9%	9%	9%	10%	8%
						bc	c													
Not very acceptable	(2.0)	233	115	118	-	81	109	43	-	98	103	32	173	60	93	140	89	144	104	129
		31%	28%	33%	-	30%	31%	29%	-	27%	36%	27%	31%	30%	29%	31%	29%	32%	27%	34%
										a								a		
Totally unacceptable	(1.0)	416	230	186	-	123	197	96	-	213	133	70	303	113	173	243	173	243	209	208
		54%	57%	52%	-	46%	56%	67%	-	59%	47%	60%	54%	56%	55%	54%	55%	54%	55%	54%
						a	ab			b	b									
Don't know		9	6	3	-	3	5	1	-	6	3	-	6	3	4	5	1	8	3	6
		1%	2%	1%	-	1%	1%	1%	-	2%	1%	-	1%	1%	1%	1%	*	2%	1%	2%
Net: Acceptable		106	54	52	-	61	40	5	-	46	45	15	79	26	46	60	49	57	66	39
		14%	13%	14%	-	23%	11%	3%	-	13%	16%	13%	14%	13%	14%	13%	16%	13%	17%	10%
						bc	c											b		
Net: Unacceptable		649	345	304	-	204	307	139	-	312	235	103	476	173	266	384	262	387	312	337
		85%	85%	85%	-	76%	87%	96%	-	86%	83%	87%	85%	85%	84%	86%	84%	86%	82%	88%
						a	ab											a		
Mean Score		1.64	1.60	1.67	-	1.86	1.58	1.37	-	1.57	1.76	1.55	1.65	1.61	1.65	1.63	1.67	1.62	1.70	1.57
						bc	c				ac							b		
Standard Deviation		.839	.833	.845	-	.976	.776	.575	-	.816	.887	.759	.847	.817	.864	.822	.894	.798	.928	.734
Standard Error		.031	.042	.044	-	.060	.042	.047	-	.044	.052	.070	.036	.057	.049	.039	.051	.038	.048	.038
Error variance		*	*	*	-	*	*	*	-	*	*	*	*	*	*	*	*	*	*	*



Ethics at Work survey 2018 - Global research

Q1.7 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? -

Pretending to be sick to take the day off

BASE: All respondents

	Sector							Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable (4.0)	36 5%	3 2%	7 5%	1 1%	14 10% ace	8 4%	3 9% a	1 2%	15 8% eg	7 4%	11 6% e	2 1%	22 6% e	13 4%	23 13% bc	13 2%	- -	15 17% b	20 3%
Fairly acceptable (3.0)	69 9%	22 12% e	12 10%	8 11%	10 7%	13 6%	4 13%	3 5%	19 10%	21 13% e	18 9%	8 5%	40 11% e	26 8%	18 10%	44 8%	7 11%	15 17% b	48 8%
Not very acceptable (2.0)	233 31%	59 34%	42 32%	29 39% d	35 25%	61 29%	7 22%	22 37%	63 32%	47 29%	63 32%	39 26%	110 31%	102 29%	39 21%	170 33% a	24 39% a	14 15% a	199 32% a
Totally unacceptable (1.0)	416 54%	89 50%	68 52%	36 49%	78 56%	130 61% a	17 53%	33 56%	99 50%	86 53%	102 51%	97 66% bcdf	184 51% aeg	199 58%	103 56%	285 55% a	29 46%	47 51% a	359 57%
Don't know	9 1%	3 2%	2 2%	- -	1 1%	2 1%	1 3%	- -	1 1%	2 1%	4 2%	2 1%	3 1%	6 2%	1 1%	6 1%	2 3%	- -	6 1%
Net: Acceptable	106 14%	25 14%	19 15%	9 12%	24 18% e	21 10%	7 22% e	4 7%	35 18% aeg	28 17% e	29 15% e	10 7%	62 17% aeg	39 11%	42 23% b	57 11% a	7 11%	31 34% b	67 11%
Net: Unacceptable	649 85%	148 84%	109 84%	65 88%	112 82%	191 89% df	24 75%	54 93% bcf	162 82%	133 82%	164 83%	136 92% bcdf	294 82% aeg	301 87%	142 77%	455 88% a	53 85%	61 66% a	558 88%
Mean Score	1.64	1.65	1.68	1.65	1.72 e	1.53	1.77	1.52	1.75 eg	1.68 e	1.68 e	1.42	1.72 eg	1.57 e	1.79 b	1.58	1.64	1.99 b	1.57
Standard Deviation	.839	.766	.861	.730	.993	.776	1.019	.674	.925	.862	.866	.661	.897	.794	1.064	.754	.689	1.169	.767
Standard Error	.031	.059	.076	.085	.085	.053	.183	.088	.066	.068	.062	.055	.047	.043	.079	.033	.090	.123	.031
Error variance	*	*	.01	.01	.01	*	.03	.01	*	*	*	*	*	*	.01	*	.01	.02	*



Ethics at Work survey 2018 - Global research

Q1.7 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Pretending to be sick to take the day off

BASE: All respondents

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Significance Level: 95%												
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	36	12	-	15	23	15	8	4	12	34	2
		5%	2%	-	57%	6%	7%	4%	4%	4%	6%	2%
			b									
Fairly acceptable	(3.0)	69	46	-	11	34	15	18	8	31	57	6
		9%	9%	-	43%	8%	7%	10%	8%	11%	9%	6%
Not very acceptable	(2.0)	233	160	37	-	122	63	59	26	68	172	41
		31%	32%	22%	-	30%	28%	32%	26%	23%	28%	43%
												ab
Totally unacceptable	(1.0)	416	274	134	-	228	133	95	59	175	342	45
		54%	55%	78%	-	55%	58%	52%	60%	61%	56%	47%
										c		
Don't know		9	3	-	-	4	3	1	1	3	5	1
		1%	1%	-	-	1%	1%	1%	1%	1%	1%	1%
			b									
Net: Acceptable		106	57	-	27	57	30	27	12	43	91	8
		14%	12%	-	100%	14%	13%	15%	12%	15%	15%	8%
			b									
Net: Unacceptable		649	434	171	-	350	196	154	85	243	513	87
		85%	88%	100%	-	85%	85%	85%	87%	84%	84%	91%
			a									
Mean Score		1.64	1.58	1.22	3.57	1.64	1.61	1.66	1.56	1.58	1.64	1.63
			b									
Standard Deviation		.839	.758	.414	.504	.861	.881	.837	.815	.846	.872	.700
Standard Error		.031	.034	.031	.099	.043	.058	.062	.083	.050	.035	.071
Error variance		*	*	*	.01	*	*	*	.01	*	*	.01



Ethics at Work survey 2018 - Global research

Q1.8 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Minor fiddling / exaggeration of travel expenses

BASE: All respondents

	Total	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Significance Level: 95%																				
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384	
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	34	21	14	-	24	8	2	-	14	17	4	26	8	17	17	24	10	29	5
		5%	5%	4%	-	9%	2%	1%	-	4%	6%	3%	5%	4%	5%	4%	8%	2%	8%	1%
						bc										b		b		
Fairly acceptable	(3.0)	75	42	33	-	39	33	4	-	35	28	12	57	18	32	44	33	42	49	26
		10%	10%	9%	-	14%	9%	3%	-	10%	10%	10%	10%	9%	10%	10%	11%	9%	13%	7%
						bc	c										b		b	
Not very acceptable	(2.0)	208	116	92	-	84	88	37	-	105	68	35	152	56	83	126	79	130	92	117
		27%	29%	26%	-	31%	25%	25%	-	29%	24%	30%	27%	28%	26%	28%	25%	29%	24%	30%
																			a	
Totally unacceptable	(1.0)	428	218	210	-	113	216	99	-	204	159	65	313	115	175	253	174	254	207	221
		56%	54%	58%	-	42%	61%	69%	-	56%	56%	55%	56%	57%	56%	56%	56%	56%	54%	58%
						a	a													
Don't know		18	8	10	-	8	7	3	-	6	11	1	13	5	9	9	2	16	5	13
		2%	2%	3%	-	3%	2%	2%	-	2%	4%	1%	2%	2%	3%	2%	1%	4%	1%	3%
																	a			
Net: Acceptable		110	63	47	-	63	41	6	-	49	45	16	83	26	49	61	58	52	78	31
		14%	15%	13%	-	24%	12%	4%	-	13%	16%	14%	15%	13%	15%	14%	18%	12%	21%	8%
						bc	c									b		b		
Net: Unacceptable		637	334	302	-	197	304	136	-	309	227	100	465	171	258	379	253	384	299	338
		83%	83%	84%	-	73%	86%	94%	-	85%	80%	85%	83%	85%	82%	84%	81%	85%	78%	88%
						a	ab												a	
Mean Score	1.62	1.66	1.57	-	1.90	1.51	1.35	-	1.60	1.64	1.61	1.63	1.59	1.64	1.60	1.70	1.56	1.74	1.50	
					bc	c									b		b			
Standard Deviation	.846	.865	.822	-	.976	.763	.605	-	.816	.899	.812	.855	.820	.879	.822	.947	.761	.961	.689	
Standard Error	.031	.044	.044	-	.061	.041	.050	-	.044	.054	.075	.037	.058	.050	.039	.054	.036	.050	.036	
Error variance	*	*	*	-	*	*	*	-	*	*	.01	*	*	*	*	*	*	*	*	



Ethics at Work survey 2018 - Global research

Q1.8 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Minor fiddling / exaggeration of travel expenses

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable (4.0)	34 5%	6 3%	4 3%	1 1%	11 8%	7 3%	5 16%	- -	10 5%	10 6%	13 7%	1 1%	20 6%	14 4%	21 12%	13 3%	- -	16 18%	17 3%
Fairly acceptable (3.0)	75 10%	26 15%	13 10%	5 7%	11 8%	17 8%	3 9%	7 12%	19 9%	19 12%	15 8%	15 10%	38 11%	30 9%	17 9%	48 9%	9 15%	14 16%	55 9%
Not very acceptable (2.0)	208 27%	54 31%	38 29%	24 33%	38 28%	50 23%	5 16%	21 36%	63 32%	42 26%	51 26%	31 21%	106 29%	82 24%	48 26%	142 27%	19 31%	24 26%	171 27%
Totally unacceptable (1.0)	428 56%	85 49%	71 54%	42 56%	75 55%	136 64%	19 59%	29 50%	101 51%	86 53%	111 56%	101 68%	188 52%	211 61%	97 53%	301 58%	29 47%	36 39%	377 60%
Don't know	18 2%	5 3%	5 4%	2 3%	2 1%	4 2%	- -	1 2%	4 2%	4 2%	8 4%	1 1%	8 2%	9 3%	1 1%	13 2%	4 7%	1 1%	12 2%
Net: Acceptable	110 14%	32 18%	17 13%	6 8%	22 16%	24 11%	8 25%	7 12%	29 15%	30 18%	28 14%	16 11%	58 16%	44 13%	39 21%	61 12%	9 15%	31 33%	72 11%
Net: Unacceptable	637 83%	139 79%	109 83%	66 89%	113 82%	186 87%	24 75%	50 86%	165 83%	129 79%	162 82%	131 89%	293 82%	293 85%	145 78%	443 86%	49 78%	60 65%	548 87%
Mean Score	1.62	1.72	1.61	1.52	1.69	1.50	1.81	1.61	1.68	1.71	1.64	1.43	1.69	1.55	1.80	1.55	1.65	2.12	1.54
Standard Deviation	.846	.847	.807	.689	.941	.785	1.147	.698	.853	.920	.899	.704	.883	.825	1.027	.772	.745	1.127	.769
Standard Error	.031	.065	.072	.081	.080	.054	.203	.092	.061	.073	.065	.058	.047	.045	.076	.034	.099	.119	.031
Error variance	*	*	.01	.01	.01	*	.04	.01	*	.01	*	*	*	*	.01	*	.01	.01	*



Ethics at Work survey 2018 - Global research

Q1.8 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Minor fiddling / exaggeration of travel expenses

BASE: All respondents

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	34	12	-	16	23	17	6	3	17	34	1
	5%	13%	2%	-	61%	6%	7%	3%	3%	6%	5%	1%
		b								c		
Fairly acceptable	(3.0)	75	47	-	10	38	18	20	11	29	61	8
	10%	14%	10%	-	39%	9%	8%	11%	11%	10%	10%	8%
Not very acceptable	(2.0)	208	137	31	-	93	45	48	28	55	148	41
	27%	24%	28%	18%	-	23%	20%	27%	29%	19%	24%	43%
												ab
Totally unacceptable	(1.0)	428	290	140	-	250	142	108	53	181	354	44
	56%	45%	59%	82%	-	61%	62%	59%	54%	63%	58%	46%
			a							c	c	
Don't know		18	7	-	-	7	7	-	3	7	13	2
	2%	5%	1%	-	-	2%	3%	-	3%	2%	2%	2%
		b					c		c			
Net: Acceptable		110	59	-	27	61	35	26	14	46	95	9
	14%	26%	12%	-	100%	15%	15%	14%	14%	16%	16%	9%
		b										
Net: Unacceptable		637	428	171	-	343	187	156	81	236	502	85
	83%	69%	87%	100%	-	83%	82%	86%	83%	82%	82%	89%
			a									
Mean Score		1.62	1.55	1.18	3.61	1.59	1.60	1.58	1.62	1.58	1.62	1.63
			b									
Standard Deviation		.846	.770	.387	.496	.881	.934	.815	.815	.904	.882	.681
Standard Error		.031	.035	.029	.097	.044	.062	.061	.084	.054	.036	.070
Error variance		*	*	*	.01	*	*	*	.01	*	*	*



Ethics at Work survey 2018 - Global research

Q1.9 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Favouring family or friends when recruiting or awarding contracts

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager		
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
Significance Level: 95%																				
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384	
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	29	20	9	-	18	8	3	-	13	14	3	26	3	10	19	19	10	22	7
		4%	5%	3%	-	7%	2%	2%	-	3%	5%	3%	5%	2%	3%	4%	6%	2%	6%	2%
						bc						b				b		b		
Fairly acceptable	(3.0)	104	57	47	-	47	44	13	-	47	44	13	77	27	36	68	46	58	70	34
		14%	14%	13%	-	17%	13%	9%	-	13%	15%	11%	14%	13%	11%	15%	13%	18%	9%	
						c												b		
Not very acceptable	(2.0)	198	101	96	-	78	84	36	-	94	68	35	143	55	80	117	69	128	93	105
		26%	25%	27%	-	29%	24%	25%	-	26%	24%	30%	26%	27%	25%	26%	22%	28%	24%	27%
Totally unacceptable	(1.0)	414	216	198	-	117	206	91	-	199	149	65	302	112	182	232	175	239	191	223
		54%	53%	55%	-	44%	59%	63%	-	55%	53%	56%	54%	55%	58%	52%	56%	53%	50%	58%
						a	a											a		
Don't know		19	10	9	-	8	9	2	-	10	8	1	13	6	7	12	3	16	6	13
		3%	3%	2%	-	3%	3%	1%	-	3%	3%	1%	2%	3%	2%	3%	1%	4%	2%	3%
																	a			
Net: Acceptable		133	77	57	-	65	52	16	-	59	58	16	103	30	46	88	65	69	92	41
		17%	19%	16%	-	24%	15%	11%	-	16%	20%	14%	18%	15%	15%	20%	21%	15%	24%	11%
						bc										b		b		
Net: Unacceptable		611	318	294	-	195	290	127	-	294	217	100	445	167	263	349	244	367	284	328
		80%	78%	82%	-	73%	83%	88%	-	81%	77%	85%	79%	82%	83%	78%	78%	81%	74%	86%
						a	a											a		
Mean Score		1.66	1.70	1.62	-	1.87	1.58	1.50	-	1.64	1.72	1.61	1.69	1.60	1.59	1.71	1.71	1.63	1.80	1.53
						bc											b		b	
Standard Deviation		.860	.899	.814	-	.949	.804	.748	-	.844	.909	.792	.887	.782	.820	.885	.937	.801	.945	.742
Standard Error		.032	.046	.043	-	.059	.044	.061	-	.045	.054	.073	.038	.055	.047	.042	.053	.038	.049	.038
Error variance		*	*	*	-	*	*	*	-	*	*	.01	*	*	*	*	*	*	*	*



Ethics at Work survey 2018 - Global research

Q1.9 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? -

Favouring family or friends when recruiting or awarding contracts

BASE: All respondents

	Sector							Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b	
Significance Level: 95%																				
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633	
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	29	5	5	-	10	3	6	1	13	7	8	-	20	8	16	13	-	9	20
		4%	3%	4%	-	7%	1%	19%	2%	7%	4%	4%	-	6%	2%	9%	3%	-	10%	3%
					ce		abce		eg	e	e		eg		bc			b		
Fairly acceptable	(3.0)	104	26	21	10	20	24	2	6	33	34	21	10	67	31	28	66	10	21	77
		14%	15%	16%	14%	15%	11%	6%	10%	17%	21%	11%	7%	19%	9%	15%	13%	16%	22%	12%
									eg	deg			deg					b		
Not very acceptable	(2.0)	198	58	38	28	27	40	6	20	55	45	50	28	100	78	44	136	18	21	155
		26%	33%	29%	38%	20%	19%	19%	34%	28%	28%	25%	19%	28%	23%	24%	26%	29%	23%	25%
			de	e	de			e	e				e							
Totally unacceptable	(1.0)	414	79	65	35	76	140	18	29	92	73	110	108	166	219	95	288	31	40	365
		54%	45%	50%	48%	55%	65%	56%	50%	47%	45%	56%	73%	46%	63%	51%	56%	50%	43%	58%
						abc						cf	abcdfg		bcf				a	
Don't know		19	7	1	-	4	7	-	2	4	3	8	2	7	10	2	14	3	1	14
		3%	4%	1%	-	3%	3%	-	4%	2%	2%	4%	1%	2%	3%	1%	3%	5%	1%	2%
Net: Acceptable		133	32	27	10	30	27	8	7	46	41	29	10	87	39	44	79	10	30	97
		17%	18%	20%	14%	22%	13%	25%	12%	24%	25%	15%	7%	24%	11%	24%	15%	16%	32%	15%
					e				deg	adeg	e		adeg		b			b		
Net: Unacceptable		611	137	103	64	103	180	24	49	147	118	160	136	265	297	139	424	49	61	520
		80%	78%	79%	86%	75%	84%	75%	85%	75%	73%	81%	92%	74%	86%	75%	82%	79%	66%	82%
						d							bcdf		bcf		a		a	
Mean Score		1.66	1.75	1.74	1.65	1.73	1.47	1.87	1.62	1.83	1.84	1.62	1.33	1.84	1.49	1.81	1.61	1.65	1.99	1.60
			e	e		e		e	e	deg	deg	e		deg	e	b			b	
Standard Deviation		.860	.828	.874	.709	.980	.757	1.181	.748	.947	.913	.848	.599	.931	.763	.998	.812	.762	1.041	.829
Standard Error		.032	.064	.077	.082	.084	.053	.209	.099	.068	.072	.062	.050	.050	.042	.074	.036	.100	.110	.033
Error variance		*	*	.01	.01	.01	*	.04	.01	*	.01	*	*	*	*	.01	*	.01	.01	*



Ethics at Work survey 2018 - Global research

Q1.9 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Favouring family or friends when recruiting or awarding contracts

BASE: All respondents

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	29	17	-	12	21	13	8	3	11	26	2
		4%	7%	-	46%	5%	6%	4%	3%	4%	4%	2%
		b										
Fairly acceptable	(3.0)	104	55	-	14	58	31	26	7	36	83	14
		14%	23%	-	54%	14%	14%	14%	7%	12%	14%	14%
		b										
Not very acceptable	(2.0)	198	124	38	-	89	46	44	30	62	153	30
		26%	25%	22%	-	22%	20%	24%	31%	22%	25%	31%
									b			
Totally unacceptable	(1.0)	414	287	133	-	237	135	102	57	175	337	48
		54%	58%	78%	-	58%	59%	56%	58%	60%	55%	50%
		a										
Don't know		19	10	-	-	6	4	2	1	5	10	3
		3%	2%	-	-	1%	2%	1%	1%	2%	2%	3%
Net: Acceptable		133	72	-	27	79	45	34	10	47	110	16
		17%	15%	-	100%	19%	19%	19%	10%	16%	18%	16%
		b				d	d					
Net: Unacceptable		611	412	171	-	326	181	145	87	237	490	77
		80%	83%	100%	-	79%	79%	80%	89%	82%	80%	81%
			a						ab			
Mean Score		1.66	1.59	1.22	3.46	1.66	1.66	1.67	1.55	1.59	1.66	1.68
			b									
Standard Deviation		.860	.827	.416	.508	.909	.927	.889	.762	.856	.875	.803
Standard Error		.032	.038	.032	.100	.045	.062	.066	.077	.051	.036	.083
Error variance		*	*	*	.01	*	*	*	.01	*	*	.01

Ethics at Work survey 2018 - Global research

Q2. In your organisation's daily operations, would you say that honesty is practiced...?

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Always	227	115	111	-	72	93	61	-	105	90	32	160	66	92	135	102	125	111	116
	30%	28%	31%	-	27%	26%	42%	-	29%	32%	27%	29%	33%	29%	30%	33%	28%	29%	30%
							ab												
Frequently	395	211	184	-	137	189	69	-	178	149	68	293	102	160	236	162	233	197	198
	52%	52%	51%	-	51%	54%	48%	-	49%	53%	58%	52%	50%	51%	53%	52%	52%	52%	52%
Occasionally	97	54	43	-	45	44	9	-	54	31	13	74	23	46	51	37	61	59	38
	13%	13%	12%	-	17%	12%	6%	-	15%	11%	11%	13%	11%	15%	11%	12%	13%	15%	10%
					c	c												b	
Rarely	20	11	9	-	6	12	2	-	11	7	2	14	6	7	13	5	15	7	13
	3%	3%	2%	-	2%	4%	1%	-	3%	2%	2%	3%	3%	2%	3%	2%	3%	2%	3%
Never	4	3	1	-	2	1	1	-	3	-	1	3	1	1	3	3	1	3	1
	1%	1%	*	-	1%	*	1%	-	1%	-	1%	1%	1%	*	1%	1%	*	1%	*
Don't know	20	10	10	-	6	12	2	-	12	6	2	16	4	9	11	3	17	4	16
	3%	3%	3%	-	2%	3%	1%	-	3%	2%	2%	3%	2%	3%	2%	1%	4%	1%	4%
																	a		a
Net: Always / Frequently	622	326	296	-	209	282	131	-	283	239	100	453	168	252	370	264	358	308	314
	81%	81%	82%	-	78%	80%	90%	-	78%	85%	85%	81%	83%	80%	83%	85%	79%	81%	82%
							ab			a									
Net: Rarely / Never	25	15	10	-	8	13	3	-	15	7	3	18	7	8	16	8	16	10	14
	3%	4%	3%	-	3%	4%	2%	-	4%	2%	3%	3%	3%	3%	4%	3%	4%	3%	4%



Ethics at Work survey 2018 - Global research

Q2. In your organisation's daily operations, would you say that honesty is practiced...?

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Total	a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Always	227 30%	42 24%	34 26%	31 42% abe	50 36% a	58 27%	12 38%	37 63% bcdefg	64 32% e	42 26%	52 26%	33 22%	105 29%	85 24%	41 22%	176 34%	10 16%	23 25%	198 31%
Frequently	395 52%	92 52%	64 49%	34 46%	69 50%	122 57%	16 50%	17 30%	98 50% a	88 54% a	108 55% a	83 56% a	186 52% a	192 55% a	100 54%	268 52%	26 43%	46 51%	331 52%
Occasionally	97 13%	28 16%	25 19% cde	5 7%	12 9%	24 11%	3 10%	3 5%	26 13% a	25 16% a	28 14%	15 10%	51 14%	43 13%	30 16% b	51 10% b	16 26% b	16 18%	75 12%
Rarely	20 3%	6 4%	6 5%	1 1%	3 2%	4 2%	- -	1 2%	4 2%	1 1%	4 2%	10 7% bcdf	5 1%	14 4% cf	9 5% b	9 2%	2 3%	4 4%	12 2%
Never	4 1%	3 2% e	1 1%	- -	- -	- -	- -	- -	1 1%	- -	2 1%	1 1%	1 *	3 1%	2 1%	2 *	- -	1 1%	1 *
Don't know	20 3%	5 3%	1 1%	3 4%	4 3%	6 3%	1 3%	- -	5 3%	6 4%	3 2%	6 4%	11 3%	9 3%	2 1%	11 2%	7 12% ab	1 1%	14 2%
Net: Always / Frequently	622 81%	133 76%	98 75%	64 87% ab	118 86% ab	180 84% ab	28 87%	54 93% bcdefg	162 82%	130 80%	160 81%	116 78%	291 81%	276 80%	141 77% c	444 86% ac	36 59%	70 76%	529 84%
Net: Rarely / Never	25 3%	9 5%	7 5%	1 1%	3 2%	4 2%	- -	1 2%	5 3%	1 1%	6 3%	11 8% bcf	6 2%	18 5% cf	11 6% b	11 2%	2 3%	5 6%	13 2%



Ethics at Work survey 2018 - Global research

Q2. In your organisation's daily operations, would you say that honesty is practiced...?

BASE: All respondents

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Always	227	64	130	75	8	160	109	51	16	105	184	32
	30%	38%	26%	44%	31%	39%	48%	28%	16%	36%	30%	34%
		b		cd	acd		d					
Frequently	395	79	266	74	16	213	105	108	45	145	330	41
	52%	47%	54%	43%	61%	52%	46%	59%	46%	50%	54%	43%
								bd			c	
Occasionally	97	23	65	14	2	31	13	18	22	32	74	13
	13%	14%	13%	8%	8%	8%	6%	10%	22%	11%	12%	14%
									abc			
Rarely	20	2	15	5	-	4	1	3	8	4	10	7
	3%	1%	3%	3%	-	1%	*	2%	8%	1%	2%	8%
									abc			ab
Never	4	-	3	-	-	-	-	-	2	-	1	1
	1%	-	1%	-	-	-	-	-	2%	-	*	1%
									ab			
Don't know	20	1	14	3	-	3	1	2	5	2	11	1
	3%	1%	3%	2%	-	1%	*	1%	5%	1%	2%	1%
									abc			
Net: Always / Frequently	622	143	397	149	24	373	214	159	61	250	514	73
	81%	84%	80%	87%	92%	91%	93%	87%	62%	87%	84%	76%
						d	cd	d		c		
Net: Rarely / Never	25	2	18	5	-	4	1	3	10	4	11	8
	3%	1%	4%	3%	-	1%	*	2%	10%	1%	2%	9%
									abc			ab

Ethics at Work survey 2018 - Global research

Q3. During the past year at work, have you been aware of any conduct by your employer or colleagues that you thought violated either the law or your organisation's ethical standards?

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	185	107	78	-	70	91	24	-	89	66	29	141	43	78	107	91	94	124	61
	24%	26%	22%	-	26%	26%	16%	-	25%	23%	25%	25%	21%	25%	24%	29%	21%	32%	16%
					c	c									b	b	b	b	
No	517	263	254	-	172	228	117	-	242	194	82	376	141	208	309	207	310	227	290
	68%	65%	71%	-	64%	65%	81%	-	67%	69%	69%	67%	70%	66%	69%	66%	69%	60%	76%
							ab											a	a
Don't know	62	35	27	-	26	32	4	-	32	23	7	44	18	29	32	14	48	30	31
	8%	9%	7%	-	10%	9%	3%	-	9%	8%	6%	8%	9%	9%	7%	5%	11%	8%	8%
					c	c									a	a	a	a	

Ethics at Work survey 2018 - Global research

Q3. During the past year at work, have you been aware of any conduct by your employer or colleagues that you thought violated either the law or your organisation's ethical standards?

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Total	a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	185 24%	43 24%	32 25%	14 19%	41 30%	48 23%	6 18%	4 7%	46 23%	44 27%	46 23%	45 30%	90 25%	91 26%	185 100%	- -	- -	61 66%	114 18%
									a	a	a	a	a	a	bc			b	
No	517 68%	117 66%	84 64%	55 75%	92 67%	145 68%	24 75%	53 92%	129 65%	104 64%	138 70%	92 62%	233 65%	231 67%	- -	517 100%	- -	24 26%	482 76%
								bcd	efg						ac			a	
Don't know	62 8%	16 9%	15 12%	4 6%	4 3%	20 9%	2 6%	1 2%	22 11%	14 9%	13 7%	11 8%	36 10%	25 7%	- -	- -	62 100%	7 8%	36 6%
		d	d			d			a				a		ab				



Ethics at Work survey 2018 - Global research

Q3. During the past year at work, have you been aware of any conduct by your employer or colleagues that you thought violated either the law or your organisation's ethical standards?

BASE: All respondents

Significance Level: 95%

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	185	56	115	40	17	95	48	47	47	74	161	14
	24%	33%	23%	23%	65%	23%	21%	26%	48%	26%	26%	15%
		b							abc	c	c	
No	517	101	346	120	7	292	170	122	47	200	408	75
	68%	60%	70%	70%	27%	71%	74%	67%	48%	69%	67%	78%
		a				d	d	d				b
Don't know	62	12	33	11	2	24	11	13	4	15	41	7
	8%	7%	7%	7%	8%	6%	5%	7%	4%	5%	7%	7%

Ethics at Work survey 2018 - Global research

Q4. Which, if any, of the following types of misconduct were you aware of?

BASE: All who are aware of legal or ethical violations at work

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	*c	*d	a	b	*c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	184	105	79	-	69	90	25	-	87	68	29	140	44	78	106	90	94	123	61
Weighted Total	185	107	78	-	70	91	24	-	89	66	29	141	43	78	107	91	94	124	61
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
People treated inappropriately / unethically	88	49	40	-	31	44	13	-	39	32	17	71	17	38	50	44	44	54	35
	48%	46%	51%	-	45%	49%	53%	-	44%	48%	59%	50%	39%	49%	47%	49%	47%	43%	57%
Bullying / harassment	74	41	34	-	22	43	9	-	34	25	15	55	19	27	47	32	42	48	27
	40%	38%	43%	-	32%	48%	37%	-	38%	38%	52%	39%	43%	35%	44%	36%	45%	38%	44%
Safety violations	64	42	22	-	25	35	4	-	33	21	10	52	12	19	45	40	24	50	14
	35%	40%	28%	-	36%	38%	17%	-	37%	32%	35%	37%	28%	25%	42%	44%	26%	41%	23%
Misreporting hours worked	55	31	24	-	20	27	7	-	29	18	8	41	14	23	32	26	29	38	17
	30%	29%	31%	-	29%	30%	31%	-	32%	27%	27%	29%	31%	29%	30%	28%	31%	31%	28%
Abusive behaviour	48	33	15	-	19	25	4	-	28	14	6	41	7	14	34	29	19	38	10
	26%	31%	19%	-	26%	28%	17%	-	31%	21%	21%	29%	16%	18%	31%	32%	20%	31%	16%
Stealing	40	26	14	-	14	22	4	-	21	13	6	34	6	15	25	23	17	29	11
	22%	25%	18%	-	20%	24%	15%	-	23%	20%	21%	24%	13%	20%	23%	26%	18%	24%	18%
Improper hiring practices (e.g. favouring family or friends)	38	19	20	-	16	18	4	-	19	17	3	27	11	21	17	19	19	25	13
	21%	17%	25%	-	23%	20%	17%	-	21%	25%	10%	19%	25%	27%	16%	21%	20%	20%	21%
Fraud	37	27	10	-	15	18	3	-	21	13	3	34	3	16	20	25	12	30	7
	20%	25%	13%	-	22%	20%	12%	-	23%	19%	11%	24%	7%	21%	19%	27%	13%	24%	11%
Discrimination (e.g. by race, gender, age)	14	8	6	-	6	4	4	-	3	9	2	8	6	5	9	6	8	7	7
	7%	7%	8%	-	8%	4%	16%	-	3%	13%	7%	6%	13%	6%	8%	6%	8%	6%	11%
Other	12	6	6	-	5	5	2	-	7	5	-	8	4	4	8	5	7	8	4
	7%	6%	7%	-	7%	6%	8%	-	8%	8%	-	6%	10%	5%	8%	6%	7%	6%	7%



Ethics at Work survey 2018 - Global research

Q4. Which, if any, of the following types of misconduct were you aware of?

BASE: All who are aware of legal or ethical violations at work

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	*c	d	e	*f	*a	b	c	d	e	f	g	a	*b	*c	a	b
Unweighted Total	184	42	32	14	41	49	6	4	46	43	46	45	89	91	184	-	-	60	114
Weighted Total	185	43	32	14	41	48	6	4	46	44	46	45	90	91	185	-	-	61	114
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	-	100%	100%
People treated inappropriately / unethically	88 48%	24 57%	15 46%	5 36%	17 42%	26 53%	1 17%	2 49%	16 35%	16 37%	25 54%	29 65%	32 36%	54 59%	88 48%	-	-	31 51%	52 46%
Bullying / harassment	74 40%	14 33%	15 47%	4 30%	22 54%	19 39%	-	2 54%	11 23%	18 40%	24 52%	20 44%	28 32%	44 48%	74 40%	-	-	29 48%	42 37%
Safety violations	64 35%	15 36%	14 44%	4 30%	18 42%	12 25%	1 17%	2 52%	12 26%	22 50%	15 33%	13 29%	34 38%	28 31%	64 35%	-	-	28 45%	37 32%
Misreporting hours worked	55 30%	9 21%	13 40%	6 42%	10 25%	15 31%	2 33%	-	15 32%	13 29%	15 33%	12 27%	28 31%	27 30%	55 30%	-	-	19 32%	34 30%
Abusive behaviour	48 26%	12 29%	8 25%	3 22%	11 28%	10 21%	3 50%	1 27%	9 20%	10 24%	16 35%	11 24%	20 22%	27 30%	48 26%	-	-	15 26%	30 26%
Stealing	40 22%	10 24%	8 25%	5 34%	9 23%	6 12%	2 34%	-	12 26%	5 12%	14 30%	9 20%	17 19%	23 25%	40 22%	-	-	17 28%	22 19%
Improper hiring practices (e.g. favouring family or friends)	38 21%	11 27%	8 25%	2 15%	8 20%	9 18%	-	1 27%	10 22%	6 14%	11 24%	10 22%	16 18%	21 23%	38 21%	-	-	18 30%	17 15%
Fraud	37 20%	11 26%	2 6%	2 15%	12 30%	7 15%	2 33%	-	13 29%	6 14%	15 33%	2 5%	20 22%	17 19%	37 20%	-	-	17 27%	18 16%
Discrimination (e.g. by race, gender, age)	14 7%	3 7%	3 9%	3 21%	4 9%	1 2%	-	1 27%	3 6%	2 5%	3 6%	5 11%	5 5%	8 9%	14 7%	-	-	6 10%	7 6%
Other	12 7%	-	3 10%	-	5 12%	4 8%	-	-	4 9%	1 2%	2 4%	5 11%	5 6%	7 8%	12 7%	-	-	2 3%	9 8%

Ethics at Work survey 2018 - Global research

Q4. Which, if any, of the following types of misconduct were you aware of?

BASE: All who are aware of legal or ethical violations at work

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	*c
Unweighted Total	184	55	116	41	17	94	48	46	47	73	160	14
Weighted Total	185	56	115	40	17	95	48	47	47	74	161	14
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
People treated inappropriately / unethically	88 48%	20 36%	63 54%	23 56%	7 42%	37 38%	12 25%	24 52%	34 73%	31 42%	74 46%	8 58%
			a					b	abc			
Bullying / harassment	74 40%	16 29%	52 45%	23 57%	5 30%	29 31%	18 38%	11 24%	30 63%	32 44%	63 39%	8 57%
			a						abc			
Safety violations	64 35%	23 40%	38 33%	13 33%	8 48%	40 42%	24 49%	17 35%	13 28%	30 40%	59 37%	2 15%
							d					
Misreporting hours worked	55 30%	20 36%	32 28%	10 26%	7 42%	29 30%	21 43%	8 17%	9 20%	28 38%	45 28%	7 51%
							cd					
Abusive behaviour	48 26%	18 31%	24 21%	9 23%	8 48%	29 30%	15 32%	13 29%	10 22%	20 28%	44 27%	3 22%
Stealing	40 22%	18 33%	19 16%	13 32%	6 36%	23 24%	12 25%	11 24%	7 15%	18 25%	35 22%	4 29%
			b									
Improper hiring practices (e.g. favouring family or friends)	38 21%	11 20%	25 22%	8 20%	5 30%	17 18%	7 15%	10 22%	9 19%	11 15%	33 21%	2 14%
Fraud	37 20%	17 29%	18 16%	7 18%	9 54%	19 20%	10 21%	8 18%	10 22%	16 22%	32 20%	3 22%
			b									
Discrimination (e.g. by race, gender, age)	14 7%	- -	13 11%	- -	1 6%	- -	- -	- -	12 25%	1 1%	10 6%	3 20%
			a						abc			
Other	12 7%	1 2%	10 9%	1 3%	1 6%	6 6%	6 13%	- -	4 8%	3 4%	11 7%	1 8%
							c		c			

Ethics at Work survey 2018 - Global research

Q5. Did you raise or speak up about any of your concerns with management, another appropriate person, or through any other mechanism?

BASE: All who are aware of legal or ethical violations at work

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	*c	*d	a	b	*c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	184	105	79	-	69	90	25	-	87	68	29	140	44	78	106	90	94	123	61
Weighted Total	185	107	78	-	70	91	24	-	89	66	29	141	43	78	107	91	94	124	61
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	123	72	51	-	50	61	12	-	57	47	19	96	27	52	71	75	48	92	31
	67%	68%	65%	-	71%	67%	52%	-	63%	71%	66%	68%	62%	67%	66%	82%	51%	74%	51%
																b		b	
No	61	34	26	-	19	30	11	-	32	19	10	44	16	26	35	16	45	31	30
	33%	32%	34%	-	27%	33%	48%	-	35%	29%	34%	31%	38%	33%	33%	18%	48%	25%	49%
																a		a	
Don't know	1	-	1	-	1	-	-	-	1	-	-	1	-	-	1	-	1	1	-
	1%	-	1%	-	1%	-	-	-	1%	-	-	1%	-	-	1%	-	1%	1%	-



Ethics at Work survey 2018 - Global research

Q5. Did you raise or speak up about any of your concerns with management, another appropriate person, or through any other mechanism?

BASE: All who are aware of legal or ethical violations at work

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	*c	d	e	*f	*a	b	c	d	e	f	g	a	*b	*c	a	b
Unweighted Total	184	42	32	14	41	49	6	4	46	43	46	45	89	91	184	-	-	60	114
Weighted Total	185	43	32	14	41	48	6	4	46	44	46	45	90	91	185	-	-	61	114
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	-	100%	100%
Yes	123 67%	30 69%	21 66%	11 78%	27 66%	29 60%	5 84%	1 27%	31 67%	32 73%	35 76%	24 53%	63 70%	59 65%	123 67%	-	-	47 77%	70 62%
No	61 33%	13 31%	10 31%	3 22%	14 34%	20 40%	1 16%	3 73%	15 33%	12 27%	10 22%	21 47%	27 30%	31 34%	61 33%	-	-	14 23%	43 38%
Don't know	1 1%	-	1 3%	-	-	-	-	-	-	-	1 2%	-	-	1 1%	1 1%	-	-	-	1 1%



Ethics at Work survey 2018 - Global research

Q5. Did you raise or speak up about any of your concerns with management, another appropriate person, or through any other mechanism?

BASE: All who are aware of legal or ethical violations at work

Significance Level: 95%

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	*c
Unweighted Total	184	55	116	41	17	94	48	46	47	73	160	14
Weighted Total	185	56	115	40	17	95	48	47	47	74	161	14
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	123	45	69	26	14	72	38	34	27	56	111	7
	67%	80%	60%	64%	82%	76%	79%	72%	57%	75%	69%	50%
		b				d	d					
No	61	11	46	14	3	23	10	13	20	17	49	7
	33%	20%	40%	36%	18%	24%	21%	28%	43%	23%	30%	50%
		a							ab			
Don't know	1	-	1	-	-	-	-	-	-	1	1	-
	1%	-	1%	-	-	-	-	-	-	1%	1%	-

Ethics at Work survey 2018 - Global research

Q6. After raising or speaking up about your concerns, how satisfied or dissatisfied were you with the outcome?

BASE: All who are aware of legal or ethical violations at work, and raised their concerns

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager		
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
Significance Level: 95%																				
Unweighted Total	122	71	51	-	49	60	13	-	55	48	19	95	27	52	70	74	48	91	31	
Weighted Total	123	72	51	-	50	61	12	-	57	47	19	96	27	52	71	75	48	92	31	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Very satisfied	(4.0)	27	13	14	-	16	10	1	-	13	9	5	23	4	11	16	18	9	23	4
		22%	19%	28%	-	33%	17%	8%	-	24%	19%	27%	24%	15%	22%	23%	24%	19%	26%	13%
Fairly satisfied	(3.0)	45	28	17	-	18	23	5	-	20	20	5	35	10	21	24	34	11	40	5
		37%	39%	34%	-	35%	38%	37%	-	35%	43%	27%	37%	37%	41%	34%	46% b	23%	44% b	16%
Fairly dissatisfied	(2.0)	23	15	8	-	8	13	2	-	13	8	2	19	4	10	13	10	13	14	9
		19%	21%	16%	-	16%	22%	17%	-	24%	17%	11%	20%	15%	19%	19%	14%	27%	16%	29%
Very dissatisfied	(1.0)	26	14	12	-	8	13	5	-	9	10	7	17	9	10	16	12	14	14	12
		21%	19%	23%	-	16%	21%	38%	-	16%	21%	36%	17%	33%	18%	23%	16%	29%	15%	38% a
Don't know		1	1	-	-	-	1	-	-	1	-	-	1	-	-	1	-	1	-	1
		1%	1%	-	-	-	2%	-	-	2%	-	-	1%	-	-	1%	-	2%	-	3%
Net: Satisfied		73	42	31	-	34	34	6	-	33	29	10	59	14	33	40	52	20	64	9
		59%	58%	61%	-	68%	55%	45%	-	59%	62%	53%	61%	52%	62%	57%	70% b	42%	69% b	29%
Net: Dissatisfied		49	29	20	-	16	26	7	-	22	18	9	36	13	20	29	22	27	28	21
		40%	41%	39%	-	32%	43%	55%	-	39%	38%	47%	38%	48%	38%	41%	30%	56% a	31%	68% a
Mean Score		2.61	2.58	2.66	-	2.84	2.51	2.16	-	2.68	2.61	2.44	2.69	2.34	2.65	2.58	2.79 b	2.33	2.80 b	2.04
Standard Deviation		1.057	1.015	1.122	-	1.062	1.022	1.067	-	1.020	1.026	1.260	1.035	1.106	1.022	1.089	.993	1.104	.990	1.063
Standard Error		.096	.121	.157	-	.152	.133	.296	-	.139	.148	.289	.107	.213	.142	.131	.115	.161	.104	.194
Error variance		.01	.01	.02	-	.02	.02	.09	-	.02	.02	.08	.01	.05	.02	.02	.01	.03	.01	.04



Ethics at Work survey 2018 - Global research

Q6. After raising or speaking up about your concerns, how satisfied or dissatisfied were you with the outcome?

BASE: All who are aware of legal or ethical violations at work, and raised their concerns

		Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
		Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
		*a	*b	*c	*d	*e	*f	*a	b	c	d	*e	f	g	a	*b	*c	a	b	
Total																				
Significance Level: 95%																				
Unweighted Total	122	29	21	11	27	29	5	1	31	31	35	24	62	59	122	-	-	46	70	
Weighted Total	123	30	21	11	27	29	5	1	31	32	35	24	63	59	123	-	-	47	70	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	-	100%	100%	
Very satisfied	(4.0)	27	6	4	3	8	4	2	-	6	6	10	5	12	15	27	-	-	12	15
		22%	20%	19%	28%	30%	14%	39%	-	20%	20%	29%	20%	20%	26%	22%	-	-	26%	21%
Fairly satisfied	(3.0)	45	10	9	3	10	10	3	-	10	18	14	4	28	18	45	-	-	20	23
		37%	35%	43%	26%	38%	34%	61%	-	32%	55%	39%	17%	44%	30%	37%	-	-	44%	33%
Fairly dissatisfied	(2.0)	23	7	3	2	1	10	-	-	8	6	4	5	14	9	23	-	-	5	16
		19%	25%	14%	18%	4%	35%	-	-	26%	19%	12%	21%	23%	16%	19%	-	-	11%	23%
Very dissatisfied	(1.0)	26	6	4	3	8	5	-	1	6	2	7	10	8	17	26	-	-	9	15
		21%	20%	19%	28%	29%	16%	-	100%	19%	6%	20%	41%	12%	29%	21%	-	-	19%	21%
Don't know		1	-	1	-	-	-	-	-	1	-	-	-	1	-	1	-	-	-	1
		1%	-	5%	-	-	-	-	-	3%	-	-	-	2%	-	1%	-	-	-	1%
Net: Satisfied		73	16	13	6	19	14	5	-	16	24	24	9	40	33	73	-	-	33	38
		59%	55%	62%	54%	68%	49%	100%	-	52%	74%	69%	37%	63%	56%	59%	-	-	70%	54%
Net: Dissatisfied		49	13	7	5	9	15	-	1	14	8	11	15	22	26	49	-	-	14	31
		40%	45%	34%	46%	32%	51%	-	100%	45%	26%	31%	63%	35%	44%	40%	-	-	30%	44%
Mean Score		2.61	2.55	2.64	2.54	2.69	2.47	3.39	1.00	2.55	2.87	2.78	2.16	2.72	2.53	2.61	-	-	2.77	2.56
Standard Deviation		1.057	1.048	1.043	1.223	1.200	.944	.546	-	1.037	.806	1.087	1.196	.932	1.164	1.057	-	-	1.054	1.060
Standard Error		.096	.195	.233	.369	.231	.175	.244	-	.189	.145	.184	.244	.119	.151	.096	-	-	.155	.128
Error variance		.01	.04	.05	.14	.05	.03	.06	-	.04	.02	.03	.06	.01	.02	.01	-	-	.02	.02



Ethics at Work survey 2018 - Global research

Q6. After raising or speaking up about your concerns, how satisfied or dissatisfied were you with the outcome?

BASE: All who are aware of legal or ethical violations at work, and raised their concerns

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	*a	*b	a	b	c	*d	a	b	*c
Unweighted Total	122	44	69	26	14	71	38	33	27	55	110	7
Weighted Total	123	45	69	26	14	72	38	34	27	56	111	7
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very satisfied (4.0)	27 22%	17 39%	9 13%	2 8%	10 71%	25 35%	20 53%	5 15%	- -	18 33%	27 25%	- -
		b				c	c					
Fairly satisfied (3.0)	45 37%	20 43%	21 30%	12 46%	3 22%	31 44%	14 36%	17 52%	5 19%	20 36%	43 39%	1 15%
Fairly dissatisfied (2.0)	23 19%	5 11%	16 24%	7 28%	- -	12 17%	3 8%	9 27%	3 11%	12 22%	21 19%	- -
								b				
Very dissatisfied (1.0)	26 21%	2 5%	23 33%	5 19%	1 7%	2 3%	- -	2 6%	19 70%	4 7%	18 16%	6 85%
Don't know	1 1%	1 2%	- -	- -	- -	1 1%	1 3%	- -	- -	1 2%	1 1%	- -
Net: Satisfied	73 59%	37 82%	30 43%	14 53%	13 93%	57 79%	34 89%	23 67%	5 19%	38 69%	71 64%	1 15%
		b				c	c					
Net: Dissatisfied	49 40%	7 16%	39 57%	12 47%	1 7%	14 20%	3 8%	11 33%	22 81%	16 29%	39 35%	6 85%
			a					b				
Mean Score	2.61	3.19 b	2.24	2.42	3.58	3.13 c	3.46 ac	2.77	1.49	2.97	2.73	1.30
Standard Deviation	1.057	.823	1.057	.901	.837	.796	.652	.788	.804	.929	1.013	.770
Standard Error	.096	.126	.127	.177	.224	.095	.107	.137	.155	.126	.097	.291
Error variance	.01	.02	.02	.03	.05	.01	.01	.02	.02	.02	.01	.08

Ethics at Work survey 2018 - Global research

Q7. Which of the following, if any, influenced your decision not to raise or speak up about your concerns?

BASE: All who are aware of legal or ethical violations at work, and did not raise their concerns

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	*b	*c		*a	b	*c	*d	a	*b	*c	a	*b	*a	b	*a	b	a	b
Significance Level: 95%																			
Unweighted Total	61	34	27	-	19	30	12	-	31	20	10	44	17	26	35	16	45	31	30
Weighted Total	61	34	26	-	19	30	11	-	32	19	10	44	16	26	35	16	45	31	30
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
I felt I might jeopardise my job	20	9	11	-	5	11	4	-	9	7	4	15	5	10	10	3	17	10	10
	33%	27%	40%	-	26%	37%	34%	-	29%	35%	39%	34%	29%	38%	29%	19%	37%	32%	33%
I did not believe that corrective action would be taken	16	8	8	-	3	9	4	-	7	7	2	13	3	7	9	4	12	6	10
	26%	23%	30%	-	16%	30%	34%	-	22%	35%	20%	29%	18%	27%	25%	24%	27%	20%	33%
I felt it might alienate myself from my colleagues	16	7	9	-	5	6	5	-	10	5	1	10	6	8	8	6	10	8	8
	26%	20%	34%	-	27%	20%	41%	-	31%	25%	10%	23%	34%	30%	22%	36%	22%	25%	26%
I felt it was none of my business	13	9	4	-	5	5	3	-	6	6	1	10	3	4	9	1	12	4	9
	22%	27%	15%	-	27%	17%	26%	-	20%	30%	10%	23%	18%	15%	26%	6%	27%	13%	31%
I did not want to be seen as a troublemaker by management	13	3	10	-	3	7	3	-	6	3	4	9	4	7	6	3	10	7	6
	21%	9%	37%	-	16%	23%	25%	-	19%	15%	39%	20%	23%	26%	17%	19%	22%	22%	20%
I thought that they already knew about it	12	6	6	-	4	5	3	-	2	8	2	10	2	5	7	5	7	6	6
	19%	17%	22%	-	20%	17%	25%	-	6%	40%	20%	22%	11%	19%	19%	30%	15%	19%	19%
I didn't think it was a serious issue at the time	8	6	2	-	2	4	2	-	4	3	1	7	1	1	7	3	5	7	1
	13%	18%	8%	-	11%	14%	17%	-	13%	15%	10%	16%	6%	4%	20%	19%	11%	23% b	4%
I thought that it was common practice	6	2	4	-	3	3	-	-	4	2	-	5	1	5	1	3	3	3	3
	10%	6%	15%	-	16%	10%	-	-	13%	10%	-	11%	6%	20%	3%	19%	7%	10%	10%
I did not know who to contact	6	3	3	-	1	2	3	-	4	2	-	3	3	3	3	1	5	1	5
	10%	9%	11%	-	5%	7%	26%	-	13%	10%	-	7%	18%	12%	8%	6%	11%	3%	17%
I thought it would be raised by someone else	3	3	-	-	1	1	1	-	-	1	2	3	-	-	3	1	2	2	1
	5%	9%	-	-	5%	3%	9%	-	-	5%	21%	7%	-	-	9%	6%	5%	7%	3%
Other	3	-	3	-	1	2	-	-	-	2	1	2	1	2	1	-	3	-	3
	5%	-	11%	-	5%	6%	-	-	-	10%	10%	4%	6%	8%	3%	-	6%	-	10%



Ethics at Work survey 2018 - Global research

Q7. Which of the following, if any, influenced your decision not to raise or speak up about your concerns?

BASE: All who are aware of legal or ethical violations at work, and did not raise their concerns

Significance Level: 95%

	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	*b	*c		*a	b	*c	*d	a	*b	*c	a	*b	*a	b	*a	b	a	b
Unweighted Total	61	34	27	-	19	30	12	-	31	20	10	44	17	26	35	16	45	31	30
Weighted Total	61	34	26	-	19	30	11	-	32	19	10	44	16	26	35	16	45	31	30
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Don't know	2	2	-	-	1	1	-	-	1	1	-	2	-	1	1	1	1	2	-
	3%	6%	-	-	5%	3%	-	-	3%	5%	-	5%	-	4%	3%	6%	2%	7%	-

Ethics at Work survey 2018 - Global research

Q7. Which of the following, if any, influenced your decision not to raise or speak up about your concerns?

BASE: All who are aware of legal or ethical violations at work, and did not raise their concerns

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*a	*b	*c	*d	*e	*f	g	a	*b	*c	*a	b
Unweighted Total	61	13	10	3	14	20	1	3	15	12	10	21	27	31	61	-	-	14	43
Weighted Total	61	13	10	3	14	20	1	3	15	12	10	21	27	31	61	-	-	14	43
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	-	100%	100%
I felt I might jeopardise my job	20 33%	5 39%	4 40%	1 35%	2 14%	8 39%	-	-	4 26%	3 24%	3 30%	10 48%	7 25%	13 42%	20 33%	-	-	7 49%	11 25%
I did not believe that corrective action would be taken	16 26%	2 15%	2 20%	-	4 29%	8 40%	-	1 29%	5 33%	1 9%	2 20%	7 33%	6 22%	9 29%	16 26%	-	-	5 35%	10 23%
I felt it might alienate myself from my colleagues	16 26%	1 7%	3 30%	-	6 42%	6 30%	-	2 64%	3 20%	3 25%	4 39%	4 19%	6 22%	8 26%	16 26%	-	-	6 43%	10 23%
I felt it was none of my business	13 22%	2 15%	3 30%	-	3 22%	4 20%	1 100%	1 34%	2 13%	1 9%	3 31%	6 28%	3 11%	9 29%	13 22%	-	-	3 22%	9 21%
I did not want to be seen as a troublemaker by management	13 21%	2 16%	2 20%	-	2 14%	7 34%	-	-	1 6%	3 23%	4 39%	5 24%	4 14%	9 29%	13 21%	-	-	4 29%	9 20%
I thought that they already knew about it	12 19%	2 15%	2 20%	-	3 21%	5 25%	-	1 29%	1 7%	3 25%	2 20%	5 24%	4 14%	7 22%	12 19%	-	-	-	11 25%
I didn't think it was a serious issue at the time	8 13%	2 15%	1 10%	1 35%	3 22%	1 5%	-	1 34%	4 27%	1 9%	2 20%	-	5 19%	2 6%	8 13%	-	-	2 15%	6 14%
I thought that it was common practice	6 10%	2 16%	1 10%	-	1 7%	2 10%	-	-	3 20%	-	1 10%	2 9%	3 12%	3 10%	6 10%	-	-	2 15%	4 9%
I did not know who to contact	6 10%	2 15%	2 20%	-	-	2 10%	-	1 36%	1 7%	-	1 10%	3 14%	1 4%	4 13%	6 10%	-	-	1 7%	5 12%
I thought it would be raised by someone else	3 5%	1 7%	-	-	1 7%	1 5%	-	-	1 7%	1 9%	-	1 5%	2 8%	1 3%	3 5%	-	-	-	3 7%

Ethics at Work survey 2018 - Global research

Q7. Which of the following, if any, influenced your decision not to raise or speak up about your concerns?

BASE: All who are aware of legal or ethical violations at work, and did not raise their concerns

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Total	*a	*b	*c	*d	*e	*f	*a	*b	*c	*d	*e	*f	g	a	*b	*c	*a	b	
Significance Level: 95%																			
Unweighted Total	61	13	10	3	14	20	1	3	15	12	10	21	27	31	61	-	-	14	43
Weighted Total	61	13	10	3	14	20	1	3	15	12	10	21	27	31	61	-	-	14	43
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	-	100%	100%
Other	3	1	-	1	-	1	-	-	-	1	-	2	1	2	3	-	-	-	2
	5%	7%	-	30%	-	5%	-	-	-	8%	-	9%	4%	6%	5%	-	-	-	4%
Don't know	2	-	-	-	1	1	-	-	1	1	-	-	2	-	2	-	-	-	2
	3%	-	-	-	7%	5%	-	-	7%	9%	-	-	8%	-	3%	-	-	-	5%

Ethics at Work survey 2018 - Global research

Q7. Which of the following, if any, influenced your decision not to raise or speak up about your concerns?

BASE: All who are aware of legal or ethical violations at work, and did not raise their concerns

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		*a	b	*a	*b	*a	*b	*c	*d	*a	b	*c
Unweighted Total	61	11	46	15	3	23	10	13	20	17	49	7
Weighted Total	61	11	46	14	3	23	10	13	20	17	49	7
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
I felt I might jeopardise my job	20 33%	- -	19 41%	10 67%	- -	4 16%	1 8%	3 23%	10 50%	3 17%	16 32%	3 44%
I did not believe that corrective action would be taken	16 26%	- -	14 30%	4 27%	- -	4 18%	1 10%	3 23%	8 40%	3 18%	14 28%	2 29%
I felt it might alienate myself from my colleagues	16 26%	2 19%	12 26%	4 25%	- -	9 39%	5 51%	4 31%	4 20%	4 24%	14 28%	1 14%
I felt it was none of my business	13 22%	2 18%	9 20%	2 14%	- -	3 13%	1 11%	2 15%	2 11%	3 18%	11 23%	1 15%
I did not want to be seen as a troublemaker by management	13 21%	1 9%	10 21%	5 33%	- -	5 21%	2 19%	3 22%	5 25%	5 29%	12 24%	1 14%
I thought that they already knew about it	12 19%	4 35%	8 17%	3 19%	- -	5 22%	1 11%	4 30%	2 10%	5 29%	9 18%	2 28%
I didn't think it was a serious issue at the time	8 13%	1 9%	5 11%	1 7%	1 33%	5 23%	2 21%	3 24%	1 5%	1 6%	6 13%	- -
I thought that it was common practice	6 10%	2 19%	3 7%	2 15%	1 34%	4 18%	- -	4 31%	- -	1 6%	5 10%	- -
I did not know who to contact	6 10%	- -	5 11%	- -	1 34%	2 9%	1 10%	1 8%	3 15%	1 6%	4 8%	1 14%
I thought it would be raised by someone else	3 5%	1 9%	2 4%	- -	- -	2 9%	- -	2 16%	1 5%	2 12%	2 4%	1 14%
Other	3 5%	- -	3 6%	- -	- -	1 4%	- -	1 7%	1 5%	- -	1 2%	1 13%
Don't know	2 3%	1 9%	1 2%	- -	1 33%	1 4%	1 10%	- -	- -	2 12%	2 4%	- -

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - Summary Table

BASE: All respondents

	Statements			
	My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)	My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them	My organisation offers advice or an information helpline where I can get advice about behaving ethically at work	My organisation provides training on standards of ethical conduct
	a	b	c	d
Significance Level: 95%				
Unweighted Total	764	764	764	764
Weighted Total	764 100%	764 100%	764 100%	764 100%
Yes	530 69% bcd	492 64% cd	391 51%	426 56%
No	156 20%	183 24%	257 34% ab	258 34% ab
Don't know	78 10%	89 12%	116 15% abd	80 10%

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not - Answered Yes

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)	530	276	255	-	199	250	81	-	250	194	87	399	131	242	288	215	315	289	241
	69%	68%	71%	-	74%	71%	56%	-	69%	69%	74%	71%	65%	77%	64%	69%	70%	76%	63%
					c	c								b			b		
My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them	492	253	238	-	190	230	72	-	236	189	67	376	115	218	274	208	284	275	217
	64%	63%	66%	-	71%	65%	50%	-	65%	67%	57%	67%	57%	69%	61%	67%	63%	72%	57%
					c	c						b		b			b		
My organisation provides training on standards of ethical conduct	426	221	205	-	177	196	53	-	206	156	64	324	102	194	232	178	248	242	184
	56%	55%	57%	-	66%	56%	37%	-	57%	55%	54%	58%	50%	62%	52%	57%	55%	63%	48%
					bc	c								b			b		
My organisation offers advice or an information helpline where I can get advice about behaving ethically at work	391	206	186	-	158	184	49	-	180	154	57	293	98	178	213	162	229	221	170
	51%	51%	52%	-	59%	52%	34%	-	50%	54%	48%	52%	48%	56%	48%	52%	51%	58%	45%
					c	c								b			b		



Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not - Answered Yes

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)	530 69%	101 58%	92 70%	40 55%	104 75%	168 79%	25 78%	15 25%	109 55%	119 73%	162 82%	125 84%	228 63%	288 83%	143 78%	354 68%	34 54%	70 76%	445 70%
		ac		ac	ac	ac			a	abf	abcf	abcf	a	abcf	bc	c			
My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them	492 64%	99 57%	81 62%	47 63%	96 69%	147 69%	22 69%	16 27%	108 55%	116 71%	143 72%	110 74%	224 62%	252 73%	121 66%	337 65%	34 54%	69 75%	411 65%
				a	a				a	abf	abf	abf	a	abf					
My organisation provides training on standards of ethical conduct	426 56%	79 45%	70 53%	37 50%	91 66%	130 61%	19 60%	14 24%	89 45%	98 60%	130 66%	95 64%	188 52%	224 65%	119 65%	282 55%	24 39%	56 61%	359 57%
				abc	a				a	ab	abf	abf	a	abf	bc	c			
My organisation offers advice or an information helpline where I can get advice about behaving ethically at work	391 51%	76 43%	72 55%	29 39%	82 59%	114 53%	19 60%	14 24%	69 35%	81 50%	129 65%	98 66%	150 42%	227 66%	110 60%	259 50%	22 36%	57 62%	325 51%
			ac		ac	c	c			ab	abcf	abcf	a	abcf	bc	c			



Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not - Answered Yes

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)

My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them

My organisation provides training on standards of ethical conduct

My organisation offers advice or an information helpline where I can get advice about behaving ethically at work

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)	530 69%	148 87%	318 64%	126 73%	23 88%	354 86%	207 90%	147 81%	54 55%	289 100%	530 87%	- -
		b				d	cd	d		bc	c	
My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them	492 64%	147 86%	286 58%	108 63%	20 77%	341 83%	202 88%	139 76%	31 32%	289 100%	492 81%	- -
		b				d	cd	d		bc	c	
My organisation provides training on standards of ethical conduct	426 56%	143 84%	234 47%	101 59%	24 92%	313 76%	192 84%	121 67%	29 30%	289 100%	426 70%	- -
		b				cd	acd	d		bc	c	
My organisation offers advice or an information helpline where I can get advice about behaving ethically at work	391 51%	128 75%	220 44%	89 52%	22 85%	279 68%	173 75%	106 58%	30 31%	289 100%	391 64%	- -
		b				cd	acd	d		bc	c	

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not - Answered No

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation provides training on standards of ethical conduct	258	141	117	-	66	111	82	-	122	95	41	179	79	81	177	115	143	117	141
	34%	35%	33%	-	24%	31%	57%	-	34%	34%	35%	32%	39%	26%	40%	37%	32%	31%	37%
							ab								a				
My organisation offers advice or an information helpline where I can get advice about behaving ethically at work	257	143	114	-	67	112	78	-	128	88	42	186	71	83	174	121	137	124	134
	34%	35%	32%	-	25%	32%	54%	-	35%	31%	35%	33%	35%	26%	39%	39%	30%	32%	35%
							ab								a	b			
My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them	183	107	76	-	49	80	54	-	83	69	30	126	57	54	129	90	93	83	100
	24%	26%	21%	-	18%	23%	38%	-	23%	25%	26%	22%	28%	17%	29%	29%	20%	22%	26%
							ab								a	b			
My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)	156	87	68	-	36	66	54	-	77	57	22	103	53	35	121	79	77	70	86
	20%	22%	19%	-	13%	19%	38%	-	21%	20%	19%	18%	26%	11%	27%	25%	17%	18%	22%
							ab						a		a	b			



Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not - Answered No

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation provides training on standards of ethical conduct	258 34%	77 44%	47 36%	27 37%	39 29%	55 26%	12 37%	41 71%	81 41%	49 30%	51 26%	36 24%	130 36%	87 25%	56 30%	185 36%	17 28%	29 31%	216 34%
		de	e					bcdefg	cdeg				deg						
My organisation offers advice or an information helpline where I can get advice about behaving ethically at work	257 34%	71 40%	40 31%	35 48%	42 30%	59 28%	10 31%	37 64%	97 49%	55 34%	39 20%	29 19%	152 42%	68 20%	54 29%	180 35%	22 36%	28 30%	215 34%
		e		bde				cdefg	cdeg	deg			deg						
My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them	183 24%	56 32%	33 25%	20 27%	31 22%	35 16%	8 25%	39 68%	62 32%	29 18%	32 16%	20 13%	92 25%	52 15%	49 27%	118 23%	15 24%	17 18%	152 24%
		e	e	e				bcdefg	cdeg				deg						
My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)	156 20%	48 27%	24 18%	26 35%	28 20%	25 12%	5 16%	39 67%	59 30%	28 17%	18 9%	11 7%	87 24%	29 8%	26 14%	120 23%	9 15%	16 18%	136 21%
		e		bdef	e			bcdefg	cdeg	deg			deg			a			



Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not - Answered No

BASE: All respondents

Significance Level: 95%

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
	a	b	a	*b	a	b	c	d	a	b	c	
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation provides training on standards of ethical conduct	258	22	219	52	2	75	29	46	60	-	141	96
	34%	13%	44%	30%	8%	18%	13%	25%	61%	-	23%	100%
			a					b	abc		a	ab
My organisation offers advice or an information helpline where I can get advice about behaving ethically at work	257	29	206	57	4	86	41	44	56	-	141	96
	34%	17%	42%	33%	15%	21%	18%	24%	57%	-	23%	100%
			a						abc		a	ab
My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them	183	14	154	41	5	43	20	22	57	-	74	96
	24%	8%	31%	24%	19%	10%	9%	12%	58%	-	12%	100%
			a						abc		a	ab
My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)	156	16	131	30	2	45	19	26	33	-	53	96
	20%	10%	26%	18%	8%	11%	8%	14%	34%	-	9%	100%
			a						abc		a	ab

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	530	276	255	-	199	250	81	-	250	194	87	399	131	242	288	215	315	289	241
	69%	68%	71%	-	74%	71%	56%	-	69%	69%	74%	71%	65%	77%	64%	69%	70%	76%	63%
					c	c								b			b		
No	156	87	68	-	36	66	54	-	77	57	22	103	53	35	121	79	77	70	86
	20%	22%	19%	-	13%	19%	38%	-	21%	20%	19%	18%	26%	11%	27%	25%	17%	18%	22%
							ab					a		a	b				
Don't know	78	42	36	-	33	36	9	-	36	32	9	60	18	38	39	18	59	22	55
	10%	10%	10%	-	12%	10%	6%	-	10%	11%	8%	11%	9%	12%	9%	6%	13%	6%	15%
					c										a		a		

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	530 69%	101 58%	92 70%	40 55%	104 75%	168 79%	25 78%	15 25%	109 55%	119 73%	162 82%	125 84%	228 63%	288 83%	143 78%	354 68%	34 54%	70 76%	445 70%
			ac		ac	ac	ac		a	abf	abcf	abcf	a	abcf	bc	c			
No	156 20%	48 27%	24 18%	26 35%	28 20%	25 12%	5 16%	39 67%	59 30%	28 17%	18 9%	11 7%	87 24%	29 8%	26 14%	120 23%	9 15%	16 18%	136 21%
		e		bdef	e		bdefg	cdeg	deg				deg		a				
Don't know	78 10%	26 15%	15 11%	7 10%	6 4%	21 10%	2 6%	4 7%	29 15%	15 9%	17 9%	12 8%	44 12%	29 8%	15 8%	43 8%	19 31%	6 7%	51 8%
		d	d						g								ab		



Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)

BASE: All respondents

Significance Level: 95%

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	530	148	318	126	23	354	207	147	54	289	530	-
	69%	87%	64%	73%	88%	86%	90%	81%	55%	100%	87%	-
		b				d	cd	d		bc	c	
No	156	16	131	30	2	45	19	26	33	-	53	96
	20%	10%	26%	18%	8%	11%	8%	14%	34%	-	9%	100%
			a						abc		a	ab
Don't know	78	5	45	15	1	12	3	9	11	-	26	-
	10%	3%	9%	9%	4%	3%	1%	5%	11%	-	4%	-
			a					b	ab		ac	

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	492	253	238	-	190	230	72	-	236	189	67	376	115	218	274	208	284	275	217
	64%	63%	66%	-	71%	65%	50%	-	65%	67%	57%	67%	57%	69%	61%	67%	63%	72%	57%
					c	c						b		b			b		
No	183	107	76	-	49	80	54	-	83	69	30	126	57	54	129	90	93	83	100
	24%	26%	21%	-	18%	23%	38%	-	23%	25%	26%	22%	28%	17%	29%	29%	20%	22%	26%
							ab							a	b				
Don't know	89	45	45	-	29	42	18	-	44	24	21	59	31	44	45	14	75	24	65
	12%	11%	12%	-	11%	12%	13%	-	12%	9%	18%	10%	15%	14%	10%	5%	17%	6%	17%
										b					a		a		

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Total	a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	492 64%	99 57%	81 62%	47 63%	96 69%	147 69%	22 69%	16 27%	108 55%	116 71%	143 72%	110 74%	224 62%	252 73%	121 66%	337 65%	34 54%	69 75%	411 65%
No	183 24%	56 32%	33 25%	20 27%	31 22%	35 16%	8 25%	39 68%	62 32%	29 18%	32 16%	20 13%	92 25%	52 15%	49 27%	118 23%	15 24%	17 18%	152 24%
Don't know	89 12%	20 12%	17 13%	7 9%	11 8%	32 15%	2 6%	3 5%	27 14%	17 11%	23 12%	19 13%	44 12%	42 12%	14 8%	62 12%	13 21%	6 7%	69 11%



Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them

BASE: All respondents

Significance Level: 95%

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	492	147	286	108	20	341	202	139	31	289	492	-
	64%	86%	58%	63%	77%	83%	88%	76%	32%	100%	81%	-
		b				d	cd	d		bc	c	
No	183	14	154	41	5	43	20	22	57	-	74	96
	24%	8%	31%	24%	19%	10%	9%	12%	58%	-	12%	100%
			a						abc		a	ab
Don't know	89	9	54	23	1	28	7	21	10	-	44	-
	12%	5%	11%	13%	4%	7%	3%	12%	10%	-	7%	-
			a			b		b	b		ac	

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation offers advice or an information helpline where I can get advice about behaving ethically at work

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	391	206	186	-	158	184	49	-	180	154	57	293	98	178	213	162	229	221	170
	51%	51%	52%	-	59%	52%	34%	-	50%	54%	48%	52%	48%	56%	48%	52%	51%	58%	45%
					c	c								b			b		
No	257	143	114	-	67	112	78	-	128	88	42	186	71	83	174	121	137	124	134
	34%	35%	32%	-	25%	32%	54%	-	35%	31%	35%	33%	35%	26%	39%	39%	30%	32%	35%
							ab							a	b				
Don't know	116	56	60	-	43	55	17	-	56	41	19	82	34	55	61	29	86	37	78
	15%	14%	17%	-	16%	16%	12%	-	15%	14%	16%	15%	17%	17%	14%	9%	19%	10%	20%
															a		a		



Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation offers advice or an information helpline where I can get advice about behaving ethically at work

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
	a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	391 51%	76 43%	72 55%	29 39%	82 59%	114 53%	19 60%	14 24%	69 35%	81 50%	129 65%	98 66%	150 42%	227 66%	110 60%	259 50%	22 36%	57 62%	325 51%
			ac		ac	c	c			ab	abcf	abcf	a	abcf	bc	c			
No	257 34%	71 40%	40 31%	35 48%	42 30%	59 28%	10 31%	37 64%	97 49%	55 34%	39 20%	29 19%	152 42%	68 20%	54 29%	180 35%	22 36%	28 30%	215 34%
		e		bde			cdefg	cdeg	deg			deg							
Don't know	116 15%	29 16%	19 15%	10 14%	14 10%	41 19%	3 9%	7 12%	31 16%	27 16%	29 15%	22 15%	57 16%	51 15%	20 11%	78 15%	17 28%	7 8%	91 14%
					d											ab			



Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation offers advice or an information helpline where I can get advice about behaving ethically at work

BASE: All respondents

Significance Level: 95%

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	391	128	220	89	22	279	173	106	30	289	391	-
	51%	75%	44%	52%	85%	68%	75%	58%	31%	100%	64%	-
		b				cd	acd	d		bc	c	
No	257	29	206	57	4	86	41	44	56	-	141	96
	34%	17%	42%	33%	15%	21%	18%	24%	57%	-	23%	100%
			a						abc		a	ab
Don't know	116	13	69	25	-	47	15	32	12	-	77	-
	15%	8%	14%	15%	-	11%	6%	17%	12%	-	13%	-
			a			b		ab			ac	

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation provides training on standards of ethical conduct

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	426	221	205	-	177	196	53	-	206	156	64	324	102	194	232	178	248	242	184
	56%	55%	57%	-	66%	56%	37%	-	57%	55%	54%	58%	50%	62%	52%	57%	55%	63%	48%
					bc	c								b				b	
No	258	141	117	-	66	111	82	-	122	95	41	179	79	81	177	115	143	117	141
	34%	35%	33%	-	24%	31%	57%	-	34%	34%	35%	32%	39%	26%	40%	37%	32%	31%	37%
							ab							a					
Don't know	80	43	37	-	26	45	9	-	35	32	13	58	22	41	39	19	61	23	57
	10%	11%	10%	-	10%	13%	6%	-	10%	11%	11%	10%	11%	13%	9%	6%	14%	6%	15%
						c										a		a	



Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation provides training on standards of ethical conduct

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
	a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	426 56%	79 45%	70 53%	37 50%	91 66% abc	130 61% a	19 60%	14 24%	89 45% a	98 60% ab	130 66% abf	95 64% abf	188 52% a	224 65% abf	119 65% bc	282 55% c	24 39%	56 61%	359 57%
No	258 34%	77 44% de	47 36% e	27 37%	39 29%	55 26%	12 37%	41 71% bcdefg	81 41% cdeg	49 30%	51 26%	36 24%	130 36% deg	87 25%	56 30%	185 36%	17 28%	29 31%	216 34%
Don't know	80 10%	19 11%	14 11%	10 13% d	7 5% d	29 13%	1 3%	3 5%	27 14%	15 9%	17 9%	18 12%	42 12%	35 10%	10 5%	50 10%	20 33% ab	7 8%	57 9%



Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation provides training on standards of ethical conduct

BASE: All respondents

Significance Level: 95%

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	426	143	234	101	24	313	192	121	29	289	426	-
	56%	84%	47%	59%	92%	76%	84%	67%	30%	100%	70%	-
		b				cd	acd	d		bc	c	
No	258	22	219	52	2	75	29	46	60	-	141	96
	34%	13%	44%	30%	8%	18%	13%	25%	61%	-	23%	100%
		a						b	abc		a	ab
Don't know	80	5	41	18	-	23	9	15	9	-	43	-
	10%	3%	8%	11%	-	6%	4%	8%	9%	-	7%	-
		a									ac	

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Summary Table

BASE: All respondents

		Statements							
		Overall, my line manager sets a good example of ethical business behaviour	My line manager explains the importance of honesty and ethics in the work we do	My line manager rewards employees who get good results, even if they use practices that are ethically questionable	My line manager supports me in following my organisation's standards of ethical behaviour	My organisation disciplines employees who violate my organisation's ethical standards	My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)	My organisation lives up to its stated policy of social responsibility	Issues of right and wrong are discussed in staff meetings
		a	b	c	d	e	f	g	h
Significance Level:	95%								
Unweighted Total		764	764	764	764	764	764	764	764
Weighted Total		764	764	764	764	764	764	764	764
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	222 29% bch	181 24% ch	93 12% c	200 26% ch	191 25% ch	257 34% bcdegh	196 26% ch	144 19% c
Tend to agree	(4.0)	271 35% c	235 31% c	159 21% c	265 35% c	263 34% c	281 37% bc	291 38% bch	247 32% c
Neither agree nor disagree	(3.0)	169 22% f	184 24% f	195 26% f	195 25% f	168 22% f	125 16% f	173 23% f	173 23% f
Tend to disagree	(2.0)	38 5% efg	76 10% adfg	138 18% abdefgh	43 6% a	57 8% a	49 6% a	42 5% a	92 12% adefg
Strongly disagree	(1.0)	39 5% efg	68 9% adefg	131 17% abdefgh	31 4% abdf	23 3% abdfg	22 3% abdfg	22 3% b	64 8% adefg
Don't know		25 3% abdf	21 3% abdf	48 6% abdf	30 4% abdfg	61 8% abdfg	30 4% b	39 5% b	44 6% ab
Net: Agree		492 64% bceh	416 54% c	252 33% c	465 61% bch	454 59% bch	538 70% abcdegh	488 64% bch	391 51% c
Net: Disagree		77 10% adefg	144 19% adefg	269 35% abdefgh	74 10% abdefgh	81 11% abdefgh	71 9% abdefgh	64 8% abdefgh	155 20% adefg
Mean Score		3.81 bch	3.52 c	2.92 c	3.76 bch	3.77 bch	3.96 abcdegh	3.82 bch	3.44 c
Standard Deviation		1.085	1.220	1.289	1.049	1.041	1.029	.995	1.198
Standard Error		.040	.045	.048	.039	.039	.038	.037	.045
Error variance		*	*	*	*	*	*	*	*



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)	538	270	267	-	191	239	108	-	248	203	87	393	145	219	319	243	295	289	249
	70%	67%	74%	-	71%	68%	75%	-	68%	72%	74%	70%	72%	69%	71%	78%	65%	76%	65%
			a												b			b	
Overall, my line manager sets a good example of ethical business behaviour	492	251	241	-	185	215	92	-	229	186	78	369	123	207	286	218	274	267	225
	64%	62%	67%	-	69%	61%	64%	-	63%	66%	66%	66%	61%	66%	64%	70%	61%	70%	59%
					b										b			b	
My organisation lives up to its stated policy of social responsibility	488	252	235	-	180	213	95	-	221	189	78	365	122	208	280	221	267	268	220
	64%	62%	66%	-	67%	60%	66%	-	61%	67%	66%	65%	60%	66%	62%	71%	59%	70%	58%
															b			b	
My line manager supports me in following my organisation's standards of ethical behaviour	465	236	229	-	175	207	83	-	207	180	78	351	114	198	267	204	261	256	209
	61%	58%	64%	-	65%	59%	57%	-	57%	64%	66%	62%	56%	63%	60%	65%	58%	67%	55%
															b			b	
My organisation disciplines employees who violate my organisation's ethical standards	454	239	215	-	174	190	90	-	209	174	72	351	104	199	256	199	255	248	206
	59%	59%	60%	-	65%	54%	63%	-	57%	62%	61%	62%	51%	63%	57%	64%	56%	65%	54%
					b							b			b			b	
My line manager explains the importance of honesty and ethics in the work we do	416	205	211	-	173	171	72	-	189	158	69	315	101	174	241	184	231	236	179
	54%	51%	59%	-	64%	49%	50%	-	52%	56%	59%	56%	50%	55%	54%	59%	51%	62%	47%
			a		bc										b			b	
Issues of right and wrong are discussed in staff meetings	391	190	202	-	158	171	62	-	191	148	52	295	97	172	220	172	220	219	173
	51%	47%	56%	-	59%	49%	43%	-	53%	52%	44%	53%	48%	54%	49%	55%	49%	57%	45%
			a		bc													b	



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All respondents

Significance Level: 95%

	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My line manager rewards employees who get good results, even if they use practices that are ethically questionable	252	128	124	-	125	96	32	-	113	106	33	193	59	112	140	122	131	162	90
	33%	32%	34%	-	46%	27%	22%	-	31%	37%	28%	34%	29%	35%	31%	39%	29%	43%	23%
					bc										b			b	

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct			
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
																				a
Significance Level: 95%																				
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633	
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)	538 70%	106 61%	82 63%	58 79% ab	108 78% ab	160 75% ab	23 72%	44 76%	137 70%	118 73%	142 72%	96 65%	255 71%	238 69%	118 64%	385 74% ac	35 56%	56 61%	472 75% a	
Overall, my line manager sets a good example of ethical business behaviour	492 64%	100 57%	73 56%	46 62%	98 71% ab	156 73% ab	20 63%	20 34%	126 64% a	115 71% a	141 71% ae	90 61% a	241 67% a	232 67% a	112 61%	351 68% c	29 47%	58 63%	424 67%	
My organisation lives up to its stated policy of social responsibility	488 64%	90 51%	73 55%	53 71% ab	100 73% ab	151 70% ab	21 66%	32 55%	123 63%	102 63%	134 68%	96 65%	225 63%	230 66%	107 58%	353 68% ac	27 44%	57 62%	423 67%	
My line manager supports me in following my organisation's standards of ethical behaviour	465 61%	90 51%	63 48%	48 65% ab	95 69% ab	149 70% ab	20 63%	21 36%	114 58% a	108 66% a	135 68% ab	87 58% a	222 62% a	222 64% a	112 60%	324 63% c	29 47%	50 54%	406 64%	
My organisation disciplines employees who violate my organisation's ethical standards	454 59%	90 51%	74 56%	39 54%	89 65% a	140 65% a	22 69%	16 27%	117 59% a	104 64% a	125 63% a	92 62% a	221 62% a	217 63% a	103 56%	322 62% c	28 46%	56 60%	389 62%	
My line manager explains the importance of honesty and ethics in the work we do	416 54%	87 50%	57 44%	40 54%	87 63% ab	125 59% b	19 60%	18 31%	109 55% a	99 61% a	115 58% a	75 51% a	208 58% a	190 55% a	105 57%	284 55%	26 42%	56 61%	347 55%	



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Total	a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Issues of right and wrong are discussed in staff meetings	391 51%	71 40%	59 45%	34 46%	81 59%	127 60%	19 60%	19 32%	99 50%	90 55%	108 55%	75 51%	189 53%	183 53%	89 48%	276 53%	26 42%	52 56%	328 52%
				ab	abc	a			a	a	a	a	a						
My line manager rewards employees who get good results, even if they use practices that are ethically questionable	252 33%	48 27%	55 42%	16 22%	50 36%	72 34%	10 32%	11 19%	62 31%	67 41%	70 36%	42 29%	128 36%	113 33%	80 43%	155 30%	17 28%	51 55%	192 30%
			ac	c						ae	a		a		bc		b		



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All respondents

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Significance Level: 95%												
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)	538 70%	141 83%	334 68%	120 70%	22 81%	396 96%	229 100%	167 92%	27 28%	245 85%	465 76%	52 54%
		b				cd	acd	d		bc	c	
Overall, my line manager sets a good example of ethical business behaviour	492 64%	136 80%	296 60%	104 61%	25 93%	391 95%	229 100%	162 89%	21 22%	236 82%	451 74%	26 27%
		b				cd	acd	d		bc	c	
My organisation lives up to its stated policy of social responsibility	488 64%	136 80%	298 60%	107 62%	21 81%	388 94%	229 100%	159 87%	13 13%	234 81%	441 72%	33 34%
		b				cd	acd	d		bc	c	
My line manager supports me in following my organisation's standards of ethical behaviour	465 61%	130 77%	281 57%	99 58%	18 70%	387 94%	229 100%	158 87%	8 8%	236 82%	430 71%	24 25%
		b				cd	acd	d		bc	c	
My organisation disciplines employees who violate my organisation's ethical standards	454 59%	130 77%	268 54%	103 60%	22 85%	363 88%	229 100%	134 73%	15 15%	228 79%	431 71%	14 15%
		b				cd	acd	d		bc	c	
My line manager explains the importance of honesty and ethics in the work we do	416 54%	136 80%	228 46%	100 58%	21 81%	366 89%	229 100%	137 75%	6 6%	221 77%	387 63%	13 13%
		b				cd	acd	d		bc	c	
Issues of right and wrong are discussed in staff meetings	391 51%	129 76%	212 43%	85 50%	21 81%	330 80%	229 100%	101 55%	7 7%	206 71%	369 61%	15 16%
		b				cd	acd	d		bc	c	

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

My line manager rewards employees who get good results, even if they use practices that are ethically questionable

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My line manager rewards employees who get good results, even if they use practices that are ethically questionable	252	109	115	52	20	202	138	64	11	137	240	8
	33%	64%	23%	30%	77%	49%	60%	35%	11%	48%	39%	8%
		b				cd	acd	d		bc	c	

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My line manager rewards employees who get good results, even if they use practices that are ethically questionable	269 35%	128 32%	140 39%	- -	79 30%	132 38%	57 40%	- -	124 34%	96 34%	48 41%	182 32%	86 43%	117 37%	152 34%	97 31%	172 38%	117 31%	152 40%
			a			a	a						a			a	a		a
Issues of right and wrong are discussed in staff meetings	155 20%	87 22%	68 19%	- -	39 15%	79 22%	38 26%	- -	64 18%	62 22%	29 25%	110 20%	45 22%	63 20%	92 21%	59 19%	96 21%	71 19%	85 22%
						a	a												
My line manager explains the importance of honesty and ethics in the work we do	144 19%	81 20%	63 17%	- -	37 14%	72 21%	34 23%	- -	64 18%	58 21%	21 18%	99 18%	44 22%	63 20%	81 18%	55 18%	88 20%	65 17%	78 21%
						a	a												
My organisation disciplines employees who violate my organisation's ethical standards	81 11%	49 12%	32 9%	- -	25 9%	42 12%	13 9%	- -	38 10%	29 10%	13 11%	55 10%	25 12%	33 10%	48 11%	36 12%	44 10%	44 12%	36 10%
Overall, my line manager sets a good example of ethical business behaviour	77 10%	38 9%	40 11%	- -	27 10%	35 10%	15 10%	- -	40 11%	23 8%	15 13%	54 10%	24 12%	38 12%	39 9%	29 9%	48 11%	34 9%	43 11%
My line manager supports me in following my organisation's standards of ethical behaviour	74 10%	38 9%	36 10%	- -	26 10%	32 9%	16 11%	- -	39 11%	24 9%	11 9%	49 9%	25 12%	35 11%	39 9%	29 9%	45 10%	38 10%	36 9%
My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)	71 9%	42 10%	29 8%	- -	24 9%	35 10%	11 8%	- -	36 10%	24 9%	11 9%	47 8%	24 12%	32 10%	39 9%	29 9%	42 9%	35 9%	36 9%



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All respondents

Significance Level: 95%

	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation lives up to its stated policy of social responsibility	64	36	29	-	22	38	5	-	29	23	13	48	17	30	34	27	37	32	32
	8%	9%	8%	-	8%	11%	3%	-	8%	8%	11%	8%	8%	10%	8%	9%	8%	8%	8%

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My line manager rewards employees who get good results, even if they use practices that are ethically questionable	269 35%	53 30%	41 31%	27 36%	56 41%	81 38%	11 34%	16 27%	60 31%	58 35%	71 36%	65 44%	118 33%	135 39%	55 30%	198 38%	15 25%	23 25%	236 37%
Issues of right and wrong are discussed in staff meetings	155 20%	45 25%	31 24%	15 20%	22 16%	39 18%	4 12%	11 18%	41 21%	34 21%	38 19%	32 22%	75 21%	70 20%	52 28%	95 18%	9 15%	20 22%	127 20%
My line manager explains the importance of honesty and ethics in the work we do	144 19%	40 22%	31 24%	12 17%	18 13%	38 18%	5 15%	8 14%	35 18%	31 19%	33 17%	36 24%	67 19%	69 20%	51 27%	83 16%	10 16%	22 24%	115 18%
My organisation disciplines employees who violate my organisation's ethical standards	81 11%	22 13%	16 13%	7 10%	13 9%	22 10%	- -	9 15%	21 11%	19 12%	12 6%	19 13%	41 11%	31 9%	42 23%	32 6%	6 10%	19 21%	57 9%
Overall, my line manager sets a good example of ethical business behaviour	77 10%	16 9%	25 19%	5 7%	14 10%	14 6%	3 9%	5 9%	18 9%	16 10%	11 6%	27 18%	34 9%	38 11%	38 21%	32 6%	7 11%	18 20%	48 8%
My line manager supports me in following my organisation's standards of ethical behaviour	74 10%	17 10%	23 18%	4 6%	10 7%	17 8%	3 9%	4 7%	21 11%	16 10%	14 7%	19 13%	37 10%	33 10%	32 17%	37 7%	5 8%	18 20%	48 8%

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)	71 9%	22 13%	20 15%	4 6%	10 7%	12 6%	3 9%	4 7%	17 9%	17 11%	15 8%	18 12%	34 9%	33 10%	33 18%	35 7%	3 5%	22 23%	44 7%
		e	cde												bc			b	
My organisation lives up to its stated policy of social responsibility	64 8%	16 9%	22 17%	3 4%	10 7%	12 6%	1 3%	2 4%	17 9%	12 7%	19 10%	14 10%	29 8%	33 10%	34 19%	28 5%	2 3%	20 22%	39 6%
			acdef												bc			b	



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All respondents

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My line manager rewards employees who get good results, even if they use practices that are ethically questionable	269 35%	30 17%	205 42%	66 39%	1 4%	130 32%	61 26%	70 38%	61 62%	90 31%	215 35%	34 35%
			a					b	abc			
Issues of right and wrong are discussed in staff meetings	155 20%	15 9%	132 27%	31 18%	- -	23 6%	- -	23 13%	78 79%	28 10%	103 17%	39 40%
			a			b		ab	abc		a	ab
My line manager explains the importance of honesty and ethics in the work we do	144 19%	14 8%	118 24%	24 14%	2 7%	13 3%	- -	13 7%	83 85%	21 7%	95 16%	35 36%
			a			b		ab	abc		a	ab
My organisation disciplines employees who violate my organisation's ethical standards	81 11%	12 7%	63 13%	18 11%	- -	12 3%	- -	12 7%	50 51%	16 6%	48 8%	24 25%
						b		ab	abc			ab
Overall, my line manager sets a good example of ethical business behaviour	77 10%	9 5%	61 12%	19 11%	1 4%	2 *	- -	2 1%	60 61%	13 5%	48 8%	22 23%
			a						abc			ab
My line manager supports me in following my organisation's standards of ethical behaviour	74 10%	8 5%	62 13%	18 11%	2 7%	3 1%	- -	3 2%	63 64%	15 5%	44 7%	21 22%
			a					b	abc			ab
My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)	71 9%	11 7%	56 11%	14 8%	1 4%	1 *	- -	1 1%	55 56%	10 4%	48 8%	18 19%
									abc		a	ab

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All respondents

Significance Level: 95%

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None	
Total	a	b	a	*b	a	b	c	d	a	b	c	
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation lives up to its stated policy of social responsibility	64	7	55	17	1	4	-	4	52	12	47	13
	8%	4%	11%	10%	4%	1%	-	2%	53%	4%	8%	14%
			a					b	abc		a	ab

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Overall, my line manager sets a good example of ethical business behaviour

BASE: All respondents

	Total	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Significance Level: 95%																				
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384	
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Strongly agree	(5.0)	222	114	107	-	94	85	43	-	110	80	32	174	48	96	126	103	119	119	102
		29%	28%	30%	-	35%	24%	30%	-	30%	28%	27%	31%	24%	30%	28%	33%	26%	31%	27%
						b						b								
Tend to agree	(4.0)	271	137	134	-	91	130	49	-	119	106	46	195	75	111	159	116	155	148	123
		35%	34%	37%	-	34%	37%	34%	-	33%	37%	39%	35%	37%	35%	36%	37%	34%	39%	32%
Neither agree nor disagree	(3.0)	169	101	69	-	49	88	32	-	81	64	24	119	50	63	107	60	110	76	93
		22%	25%	19%	-	18%	25%	23%	-	22%	23%	20%	21%	25%	20%	24%	19%	24%	20%	24%
						a														
Tend to disagree	(2.0)	38	16	22	-	14	17	7	-	20	10	8	29	9	20	18	15	23	19	19
		5%	4%	6%	-	5%	5%	5%	-	6%	3%	7%	5%	4%	6%	4%	5%	5%	5%	5%
Strongly disagree	(1.0)	39	21	18	-	13	18	8	-	19	13	7	24	15	18	21	14	25	15	24
		5%	5%	5%	-	5%	5%	5%	-	5%	5%	6%	4%	7%	6%	5%	5%	6%	4%	6%
Don't know		25	15	10	-	7	13	5	-	14	10	1	19	6	8	17	5	20	4	21
		3%	4%	3%	-	3%	4%	3%	-	4%	3%	1%	3%	3%	3%	4%	2%	4%	1%	6%
						a											a		a	
Net: Agree		492	251	241	-	185	215	92	-	229	186	78	369	123	207	286	218	274	267	225
		64%	62%	67%	-	69%	61%	64%	-	63%	66%	66%	66%	61%	66%	64%	70%	61%	70%	59%
						b										b		b		
Net: Disagree		77	38	40	-	27	35	15	-	40	23	15	54	24	38	39	29	48	34	43
		10%	9%	11%	-	10%	10%	10%	-	11%	8%	13%	10%	12%	12%	9%	9%	11%	9%	11%
Mean Score		3.81	3.79	3.83	-	3.91	3.73	3.81	-	3.80	3.84	3.75	3.86	3.67	3.80	3.81	3.90	3.74	3.89	3.72
						b							b				b		b	
Standard Deviation		1.085	1.082	1.090	-	1.100	1.062	1.104	-	1.113	1.038	1.115	1.069	1.121	1.126	1.057	1.065	1.096	1.036	1.130
Standard Error		.040	.055	.058	-	.068	.058	.091	-	.060	.062	.103	.046	.079	.064	.051	.061	.053	.053	.059
Error variance		*	*	*	-	*	*	.01	-	*	*	.01	*	.01	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Overall, my line manager sets a good example of ethical business behaviour

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	222 29%	39 22%	26 20%	26 35% ab	45 33% ab	78 36% ab	8 25%	13 22%	57 29%	49 30%	58 29%	45 30%	106 29%	103 30%	45 25%	166 32% c	10 17%	20 22%	199 32%
Tend to agree (4.0)	271 35%	61 35%	47 36%	20 27%	53 39%	78 36%	12 38%	7 12%	70 35% a	66 41% a	83 42% ae	45 30% a	135 38% a	128 37% a	67 36%	185 36%	19 31%	38 41%	225 36%
Neither agree nor disagree (3.0)	169 22%	52 29% de	27 21%	20 27%	23 17%	40 18%	8 25%	26 45% bcdefg	48 24%	26 16%	41 21%	27 18%	74 21%	69 20%	33 18%	117 23%	19 31% a	16 17%	138 22%
Tend to disagree (2.0)	38 5%	7 4%	15 12% acde	1 1%	5 4%	7 3%	3 9%	2 3%	5 3%	12 7% b	6 3%	13 9% bd	17 5%	19 5%	14 8% b	20 4%	4 7%	7 8%	26 4%
Strongly disagree (1.0)	39 5%	9 5%	10 8%	4 6%	9 6%	7 3%	- -	3 5%	13 7%	4 3%	5 3%	14 10% cdf	17 5%	19 6%	24 13% b	12 2%	3 5%	11 12% b	22 4%
Don't know	25 3%	8 5%	6 5%	3 4%	2 2%	5 2%	1 3%	7 12% bcdefg	5 3%	5 3%	4 2%	4 3%	10 3%	8 2%	2 1%	17 3%	6 10% ab	- -	21 3%
Net: Agree	492 64%	100 57%	73 56%	46 62%	98 71% ab	156 73% ab	20 63%	20 34%	126 64% a	115 71% a	141 71% ae	90 61% a	241 67% a	232 67% a	112 61%	351 68% c	29 47%	58 63%	424 67%
Net: Disagree	77 10%	16 9%	25 19% acde	5 7%	14 10%	14 6%	3 9%	5 9%	18 9%	16 10%	11 6%	27 18% bcdfg	34 9% d	38 11% d	38 21% b	32 6%	7 11%	18 20% b	48 8%
Mean Score	3.81	3.68	3.51	3.88 b	3.89 b	4.02 ab	3.81	3.47	3.79	3.91 a	3.95 ae	3.65	3.85 a	3.82 a	3.52	3.94 ac	3.53	3.54	3.90 a
Standard Deviation	1.085	1.052	1.183	1.111	1.114	.998	.946	1.104	1.103	1.010	.933	1.276	1.062	1.101	1.301	.973	1.051	1.254	1.023
Standard Error	.040	.082	.106	.132	.095	.069	.170	.153	.079	.081	.067	.106	.057	.060	.096	.043	.142	.131	.041
Error variance	*	.01	.01	.02	.01	*	.03	.02	.01	.01	*	.01	*	*	.01	*	.02	.02	*



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Overall, my line manager sets a good example of ethical business behaviour

BASE: All respondents

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	222	123	46	10	204	143	61	3	125	210	8
		29%	25%	27%	39%	50%	62%	34%	3%	43%	34%	8%
			b			cd	acd	d		bc	c	
Tend to agree	(4.0)	271	173	58	14	187	87	101	18	111	241	19
		35%	35%	34%	54%	46%	38%	55%	18%	39%	40%	19%
			a			d	d	abd		c	c	
Neither agree nor disagree	(3.0)	169	118	43	1	17	-	17	16	38	105	38
		22%	24%	25%	4%	4%	-	9%	16%	13%	17%	40%
			a			b		ab	ab			ab
Tend to disagree	(2.0)	38	29	11	-	1	-	1	26	8	26	9
		5%	6%	6%	-	*	-	1%	26%	3%	4%	9%
			a						abc			ab
Strongly disagree	(1.0)	39	32	8	1	1	-	1	34	5	22	13
		5%	7%	5%	4%	*	-	1%	35%	2%	4%	14%
			a						abc			ab
Don't know		25	19	5	-	1	-	1	1	1	6	9
		3%	4%	3%	-	*	-	1%	1%	*	1%	9%
			a									ab
Net: Agree		492	296	104	25	391	229	162	21	236	451	26
		64%	60%	61%	93%	95%	100%	89%	22%	82%	74%	27%
			b			cd	acd	d		bc	c	
Net: Disagree		77	61	19	1	2	-	2	60	13	48	22
		10%	12%	11%	4%	*	-	1%	61%	5%	8%	23%
			a						abc			ab
Mean Score		3.81	3.68	3.74	4.24	4.44	4.62	4.21	2.28	4.19	3.98	2.98
			b			cd	acd	d		bc	c	
Standard Deviation		1.085	1.124	1.087	.851	.613	.486	.679	1.218	.895	1.012	1.137
Standard Error		.040	.052	.084	.167	.030	.032	.051	.124	.053	.041	.121
Error variance		*	*	.01	.03	*	*	*	.02	*	*	.01

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager explains the importance of honesty and ethics in the work we do

BASE: All respondents

	Total	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Significance Level: 95%																				
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384	
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Strongly agree	(5.0)	181	79	102	-	80	68	32	-	94	66	21	137	43	78	103	84	97	107	73
		24%	20%	28%	-	30%	19%	22%	-	26%	23%	18%	24%	21%	25%	23%	27%	21%	28%	19%
			a			b												b		
Tend to agree	(4.0)	235	126	109	-	92	103	40	-	95	91	48	177	57	96	139	101	134	129	106
		31%	31%	30%	-	34%	29%	27%	-	26%	32%	41%	32%	28%	30%	31%	32%	30%	34%	28%
						a					a								a	
Neither agree nor disagree	(3.0)	184	107	77	-	54	96	34	-	96	61	27	132	52	73	111	67	117	76	107
		24%	26%	21%	-	20%	27%	23%	-	26%	22%	23%	24%	25%	23%	25%	21%	26%	20%	28%
						a													a	
Tend to disagree	(2.0)	76	43	33	-	24	38	14	-	29	36	11	56	20	36	40	34	42	38	38
		10%	11%	9%	-	9%	11%	10%	-	8%	13%	9%	10%	10%	11%	9%	11%	9%	10%	10%
						a				a									a	
Strongly disagree	(1.0)	68	38	29	-	13	34	20	-	36	22	10	43	24	27	41	21	46	27	41
		9%	9%	8%	-	5%	10%	14%	-	10%	8%	9%	8%	12%	8%	9%	7%	10%	7%	11%
						a		a											a	
Don't know		21	12	9	-	4	12	5	-	14	6	1	15	6	6	15	6	15	4	17
		3%	3%	2%	-	1%	4%	3%	-	4%	2%	1%	3%	3%	2%	3%	2%	3%	1%	5%
						a													a	
Net: Agree		416	205	211	-	173	171	72	-	189	158	69	315	101	174	241	184	231	236	179
		54%	51%	59%	-	64%	49%	50%	-	52%	56%	59%	56%	50%	55%	54%	59%	51%	62%	47%
				a		bc										b		b		
Net: Disagree		144	81	63	-	37	72	34	-	64	58	21	99	44	63	81	55	88	65	78
		19%	20%	17%	-	14%	21%	23%	-	18%	21%	18%	18%	22%	20%	18%	18%	20%	17%	21%
						a		a											a	
Mean Score		3.52	3.42	3.63	-	3.77	3.39	3.36	-	3.52	3.52	3.51	3.57	3.38	3.53	3.51	3.63	3.44	3.67	3.37
				a		bc											b		b	
Standard Deviation		1.220	1.205	1.229	-	1.128	1.215	1.329	-	1.252	1.213	1.150	1.196	1.278	1.228	1.216	1.193	1.235	1.194	1.230
Standard Error		.045	.061	.065	-	.070	.066	.110	-	.068	.072	.106	.051	.090	.070	.058	.068	.059	.062	.064
Error variance		*	*	*	-	*	*	.01	-	*	.01	.01	*	.01	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager explains the importance of honesty and ethics in the work we do

BASE: All respondents

	Total	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
		Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	181 24%	27 15%	24 18%	23 31% ab	33 24%	67 31% ab	7 22%	13 22%	45 23%	39 24%	47 24%	37 25%	84 23%	84 24%	37 20%	133 26%	10 17%	17 19%	160 25%
Tend to agree (4.0)	235 31%	60 34%	33 25%	17 23%	54 39% bce	58 27%	12 38%	5 8%	64 32% a	60 37% ae	68 34% a	38 26% a	124 34% ae	106 31% a	68 37%	151 29%	16 26%	38 42% b	187 30%
Neither agree nor disagree (3.0)	184 24%	43 24%	36 27%	21 28%	31 23%	46 22%	7 22%	24 42% bcdefg	49 25%	28 17%	47 24%	35 24%	77 21%	82 24%	27 15%	135 26% a	21 35% a	14 16%	152 24%
Tend to disagree (2.0)	76 10%	22 13% d	19 14% d	7 10%	6 4%	20 9%	2 6%	4 7%	19 9%	19 12%	17 9%	17 12%	38 11%	34 10%	22 12%	47 9%	7 11%	8 9%	64 10%
Strongly disagree (1.0)	68 9%	17 10%	12 9%	5 7%	12 8%	19 9%	3 9%	4 7%	17 8%	12 7%	16 8%	19 13%	29 8%	35 10%	29 16% bc	36 7%	3 5%	14 15% b	51 8%
Don't know	21 3%	6 3%	7 5%	1 1%	2 2%	4 2%	1 3%	8 14% bcdefg	4 2%	4 2%	3 2%	2 1%	8 2%	5 1%	2 1%	15 3%	4 7% a	- -	18 3%
Net: Agree	416 54%	87 50%	57 44%	40 54%	87 63% ab	125 59% b	19 60%	18 31%	109 55% a	99 61% a	115 58% a	75 51% a	208 58% a	190 55% a	105 57%	284 55%	26 42%	56 61%	347 55%
Net: Disagree	144 19%	40 22% d	31 24% d	12 17%	18 13%	38 18%	5 15%	8 14%	35 18%	31 19%	33 17%	36 24%	67 19%	69 20%	51 27% b	83 16%	10 16%	22 24%	115 18%
Mean Score	3.52	3.34	3.31	3.62	3.67 ab	3.64 ab	3.59	3.37	3.53	3.59	3.58	3.39	3.56	3.50	3.34	3.59 a	3.41	3.40	3.56
Standard Deviation	1.220	1.192	1.226	1.224	1.149	1.263	1.203	1.190	1.196	1.201	1.182	1.330	1.197	1.249	1.352	1.179	1.084	1.314	1.215
Standard Error	.045	.092	.111	.143	.098	.087	.216	.167	.086	.096	.085	.110	.064	.068	.100	.053	.144	.138	.049
Error variance	*	.01	.01	.02	.01	.01	.05	.03	.01	.01	.01	.01	*	*	.01	*	.02	.02	*



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager explains the importance of honesty and ethics in the work we do

BASE: All respondents

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	181	96	42	10	176	132	44	-	112	175	6
		24%	19%	25%	38%	43%	57%	24%	-	39%	29%	6%
			b	cd	acd	d				bc	c	
Tend to agree	(4.0)	235	132	58	11	191	98	93	6	109	212	7
		31%	27%	34%	43%	46%	43%	51%	6%	38%	35%	7%
			b	d	d	d				c	c	
Neither agree nor disagree	(3.0)	184	135	40	3	32	-	32	9	46	121	42
		24%	27%	23%	12%	8%	-	18%	9%	16%	20%	43%
			a	b		b		ab	b			ab
Tend to disagree	(2.0)	76	63	9	-	11	-	11	36	16	54	14
		10%	13%	5%	-	3%	-	6%	37%	6%	9%	15%
			a	b		b		ab	abc			a
Strongly disagree	(1.0)	68	56	15	2	2	-	2	47	5	41	21
		9%	11%	9%	7%	*	-	1%	48%	2%	7%	22%
			a						abc		a	ab
Don't know		21	13	8	-	-	-	-	-	1	7	7
		3%	3%	5%	-	-	-	-	-	*	1%	7%
			a									ab
Net: Agree		416	228	100	21	366	229	137	6	221	387	13
		54%	46%	58%	81%	89%	100%	75%	6%	77%	63%	13%
			b	cd	acd	d				bc	c	
Net: Disagree		144	118	24	2	13	-	13	83	21	95	35
		19%	24%	14%	7%	3%	-	7%	85%	7%	16%	36%
			a	b		b		ab	abc		a	ab
Mean Score		3.52	3.31	3.63	4.05	4.28	4.57	3.91	1.73	4.07	3.71	2.59
			b	cd	acd	d				bc	c	
Standard Deviation		1.220	1.253	1.194	1.095	.759	.495	.867	.867	.962	1.173	1.128
Standard Error		.045	.057	.093	.215	.037	.033	.064	.088	.057	.048	.119
Error variance		*	*	.01	.05	*	*	*	.01	*	*	.01

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager rewards employees who get good results, even if they use practices that are ethically questionable

BASE: All respondents

	Total	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
Significance Level: 95%		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384	
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Strongly agree	(5.0)	93	53	40	-	48	34	11	-	47	34	11	71	22	39	53	51	42	66	27
		12%	13%	11%	-	18%	10%	8%	-	13%	12%	10%	13%	11%	12%	12%	16%	9%	17%	7%
					-	bc										b		b		
Tend to agree	(4.0)	159	75	84	-	77	62	20	-	66	71	22	123	37	72	87	71	89	97	63
		21%	19%	23%	-	29%	18%	14%	-	18%	25%	19%	22%	18%	23%	19%	23%	20%	25%	16%
					-	bc				a							b		b	
Neither agree nor disagree	(3.0)	195	121	74	-	50	98	47	-	101	63	31	150	45	74	121	83	112	88	107
		26%	30%	21%	-	19%	28%	33%	-	28%	22%	26%	27%	22%	23%	27%	26%	25%	23%	28%
			b			a		a												
Tend to disagree	(2.0)	138	71	67	-	46	63	28	-	57	55	26	93	45	60	78	51	87	67	71
		18%	18%	19%	-	17%	18%	20%	-	16%	19%	22%	17%	22%	19%	17%	16%	19%	17%	19%
Strongly disagree	(1.0)	131	57	74	-	33	69	29	-	67	41	23	90	41	57	74	46	85	50	80
		17%	14%	21%	-	12%	20%	20%	-	18%	15%	19%	16%	20%	18%	16%	15%	19%	13%	21%
			a			a		a											a	
Don't know		48	28	21	-	14	26	9	-	26	18	5	36	12	13	35	11	37	14	34
		6%	7%	6%	-	5%	7%	6%	-	7%	6%	4%	6%	6%	4%	8%	3%	8%	4%	9%
					-										a		a		a	
Net: Agree		252	128	124	-	125	96	32	-	113	106	33	193	59	112	140	122	131	162	90
		33%	32%	34%	-	46%	27%	22%	-	31%	37%	28%	34%	29%	35%	31%	39%	29%	43%	23%
					-	bc										b		b		
Net: Disagree		269	128	140	-	79	132	57	-	124	96	48	182	86	117	152	97	172	117	152
		35%	32%	39%	-	30%	38%	40%	-	34%	34%	41%	32%	43%	37%	34%	31%	38%	31%	40%
				a		a		a					a				a		a	
Mean Score		2.92	2.99	2.85	-	3.24	2.78	2.68	-	2.91	3.01	2.76	2.98	2.75	2.92	2.92	3.10	2.80	3.16	2.67
					-	bc							b				b		b	
Standard Deviation		1.289	1.249	1.330	-	1.307	1.265	1.207	-	1.308	1.275	1.261	1.278	1.307	1.310	1.275	1.298	1.269	1.298	1.231
Standard Error		.048	.065	.072	-	.082	.071	.101	-	.072	.077	.119	.056	.094	.075	.063	.075	.062	.068	.066
Error variance		*	*	.01	-	.01	*	.01	-	.01	.01	.01	*	.01	.01	*	.01	*	*	*



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager rewards employees who get good results, even if they use practices that are ethically questionable

BASE: All respondents

	Sector							Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	93 12%	10 6%	19 15%	9 12%	19 14%	30 14%	5 16%	4 7%	24 12%	27 17%	19 10%	18 12%	52 14%	37 11%	31 17%	58 11%	4 7%	21 22%	70 11%
Tend to agree (4.0)	159 21%	38 22%	36 28%	7 10%	31 23%	42 20%	5 16%	7 12%	38 19%	39 24%	51 26%	24 16%	77 21%	76 22%	49 27%	97 19%	13 21%	30 33%	121 19%
Neither agree nor disagree (3.0)	195 26%	57 32%	25 19%	23 31%	28 20%	53 25%	9 28%	23 39%	61 31%	28 17%	46 23%	37 25%	89 25%	83 24%	46 25%	128 25%	21 34%	16 18%	164 26%
Tend to disagree (2.0)	138 18%	27 15%	22 17%	12 17%	29 21%	40 18%	8 25%	5 8%	33 17%	33 20%	38 19%	30 20%	66 18%	67 19%	24 13%	104 20%	10 16%	13 14%	119 19%
Strongly disagree (1.0)	131 17%	26 15%	19 15%	14 19%	27 20%	41 19%	3 9%	11 19%	27 14%	25 15%	33 17%	35 23%	52 14%	68 20%	31 17%	95 18%	5 8%	10 11%	117 19%
Don't know	48 6%	17 10%	9 7%	8 11%	4 3%	8 4%	2 6%	9 15%	14 7%	10 6%	11 6%	4 3%	24 7%	15 4%	4 2%	36 7%	8 13%	2 2%	40 6%
Net: Agree	252 33%	48 27%	55 42%	16 22%	50 36%	72 34%	10 32%	11 19%	62 31%	67 41%	70 36%	42 29%	128 36%	113 33%	80 43%	155 30%	17 28%	51 55%	192 30%
Net: Disagree	269 35%	53 30%	41 31%	27 36%	56 41%	81 38%	11 34%	16 27%	60 31%	58 35%	71 36%	65 44%	118 33%	135 39%	55 30%	198 38%	15 25%	23 25%	236 37%
Mean Score	2.92	2.87	3.12	2.76	2.89	2.90	3.05	2.77	2.99	3.08	2.92	2.73	3.03	2.84	3.13	2.83	3.02	3.43	2.85
Standard Deviation	1.289	1.151	1.317	1.290	1.355	1.336	1.246	1.194	1.233	1.357	1.264	1.336	1.290	1.297	1.329	1.289	1.071	1.294	1.285
Standard Error	.048	.092	.120	.159	.117	.093	.228	.169	.091	.110	.093	.111	.070	.071	.099	.059	.147	.137	.053
Error variance	*	.01	.01	.03	.01	.01	.05	.03	.01	.01	.01	.01	*	.01	.01	*	.02	.02	*



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager rewards employees who get good results, even if they use practices that are ethically questionable

BASE: All respondents

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	93	38	22	8	83	71	12	4	61	92	1
	12%	31%	8%	13%	31%	20%	31%	7%	4%	21%	15%	1%
		b		cd	acd					bc	c	
Tend to agree	(4.0)	159	77	30	12	119	68	52	7	76	148	7
	21%	33%	16%	17%	46%	29%	29%	28%	7%	26%	24%	7%
		b		d	d	d	d	d		c	c	
Neither agree nor disagree	(3.0)	195	143	44	4	68	27	42	21	54	128	42
	26%	16%	29%	26%	16%	17%	12%	23%	22%	19%	21%	44%
		a						b	b			ab
Tend to disagree	(2.0)	138	99	30	-	68	26	42	22	49	114	14
	18%	11%	20%	18%	-	17%	11%	23%	22%	17%	19%	14%
		a						b	b			
Strongly disagree	(1.0)	131	106	36	1	62	34	28	39	41	101	20
	17%	6%	22%	21%	4%	15%	15%	15%	40%	14%	17%	21%
		a							abc			
Don't know		48	30	10	1	11	4	7	5	7	26	12
	6%	2%	6%	6%	4%	3%	2%	4%	5%	2%	4%	13%
												ab
Net: Agree		252	115	52	20	202	138	64	11	137	240	8
	33%	64%	23%	30%	77%	49%	60%	35%	11%	48%	39%	8%
		b		cd	acd	d				bc	c	
Net: Disagree		269	205	66	1	130	61	70	61	90	215	34
	35%	17%	42%	39%	4%	32%	26%	38%	62%	31%	35%	35%
		a						b	abc			
Mean Score	2.92	3.73	2.66	2.82	4.05	3.23	3.51	2.87	2.08	3.24	3.03	2.47
		b		cd	acd	d				bc	c	
Standard Deviation	1.289	1.208	1.230	1.334	.924	1.366	1.424	1.200	1.154	1.357	1.332	.984
Standard Error	.048	.094	.057	.104	.185	.068	.095	.091	.120	.081	.055	.107
Error variance	*	.01	*	.01	.03	*	.01	.01	.01	.01	*	.01

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager supports me in following my organisation's standards of ethical behaviour

BASE: All respondents

	Total	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Significance Level: 95%																				
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384	
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Strongly agree	(5.0)	200	102	98	-	75	86	40	-	101	72	27	149	51	83	117	94	106	114	86
		26%	25%	27%	-	28%	24%	27%	-	28%	25%	23%	27%	25%	26%	26%	30%	23%	30%	22%
																b		b		
Tend to agree	(4.0)	265	134	132	-	100	122	43	-	105	108	51	202	64	115	150	110	155	142	123
		35%	33%	37%	-	37%	35%	30%	-	29%	38%	44%	36%	31%	36%	33%	35%	34%	37%	32%
										a	a									
Neither agree nor disagree	(3.0)	195	112	82	-	62	92	40	-	99	68	27	140	55	75	120	74	121	83	112
		25%	28%	23%	-	23%	26%	28%	-	27%	24%	23%	25%	27%	24%	27%	24%	27%	22%	29%
																		a		
Tend to disagree	(2.0)	43	17	26	-	18	19	6	-	23	15	5	31	12	24	19	17	26	23	20
		6%	4%	7%	-	7%	5%	4%	-	6%	5%	4%	6%	6%	8%	4%	5%	6%	6%	5%
															b					
Strongly disagree	(1.0)	31	20	11	-	8	13	10	-	15	10	6	18	13	11	20	12	19	15	16
		4%	5%	3%	-	3%	4%	7%	-	4%	3%	5%	3%	6%	3%	5%	4%	4%	4%	4%
Don't know		30	19	11	-	5	19	6	-	19	10	1	21	9	8	22	5	25	5	25
		4%	5%	3%	-	2%	6%	4%	-	5%	3%	1%	4%	4%	3%	5%	2%	6%	1%	7%
						a				c						a		a		
Net: Agree		465	236	229	-	175	207	83	-	207	180	78	351	114	198	267	204	261	256	209
		61%	58%	64%	-	65%	59%	57%	-	57%	64%	66%	62%	56%	63%	60%	65%	58%	67%	55%
																b		b		
Net: Disagree		74	38	36	-	26	32	16	-	39	24	11	49	25	35	39	29	45	38	36
		10%	9%	10%	-	10%	9%	11%	-	11%	9%	9%	9%	12%	11%	9%	9%	10%	10%	9%
Mean Score		3.76	3.73	3.80	-	3.82	3.75	3.70	-	3.74	3.80	3.75	3.80	3.66	3.76	3.76	3.84	3.71	3.84	3.68
																	b		b	
Standard Deviation		1.049	1.067	1.028	-	1.021	1.031	1.141	-	1.090	1.007	1.026	1.016	1.130	1.044	1.053	1.049	1.046	1.052	1.040
Standard Error		.039	.055	.055	-	.063	.057	.094	-	.059	.060	.095	.044	.081	.060	.051	.060	.051	.054	.055
Error variance		*	*	*	-	*	*	.01	-	*	*	.01	*	.01	*	*	*	*	*	*



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager supports me in following my organisation's standards of ethical behaviour

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	200 26%	37 21%	27 21%	22 29%	43 31%	62 29%	9 28%	13 22%	48 24%	49 30%	50 25%	40 27%	96 27%	90 26%	44 24%	146 28%	9 15%	23 25%	174 28%
Tend to agree (4.0)	265 35%	52 30%	36 28%	26 36%	52 38%	87 41%	11 35%	8 14%	67 34%	59 36%	85 43%	47 31%	126 35%	132 38%	67 37%	178 34%	20 32%	27 29%	232 37%
Neither agree nor disagree (3.0)	195 25%	57 32%	37 29%	20 27%	29 21%	43 20%	8 25%	25 44%	54 27%	31 19%	43 22%	41 27%	85 24%	84 24%	40 22%	133 26%	21 34%	24 26%	152 24%
Tend to disagree (2.0)	43 6%	7 4%	14 11%	- -	6 4%	14 7%	2 6%	1 2%	10 5%	14 9%	9 4%	9 6%	24 7%	18 5%	12 6%	28 5%	3 5%	8 9%	30 5%
Strongly disagree (1.0)	31 4%	10 6%	9 7%	4 6%	4 3%	3 1%	1 3%	3 5%	11 6%	2 1%	5 3%	10 7%	13 4%	15 4%	20 11%	9 2%	2 3%	10 11%	18 3%
Don't know	30 4%	12 7%	7 5%	2 3%	3 2%	5 2%	1 3%	8 14%	8 4%	7 4%	5 3%	2 1%	15 4%	7 2%	1 1%	23 4%	6 10%	- -	25 4%
Net: Agree	465 61%	90 51%	63 48%	48 65%	95 69%	149 70%	20 63%	21 36%	114 58%	108 66%	135 68%	87 58%	222 62%	222 64%	112 60%	324 63%	29 47%	50 54%	406 64%
Net: Disagree	74 10%	17 10%	23 18%	4 6%	10 7%	17 8%	3 9%	4 7%	21 11%	16 10%	14 7%	19 13%	37 10%	33 10%	32 17%	37 7%	5 8%	18 20%	48 8%
Mean Score	3.76	3.61	3.47	3.85	3.92	3.91	3.81	3.53	3.69	3.89	3.86	3.67	3.78	3.78	3.57	3.86	3.57	3.48	3.85
Standard Deviation	1.049	1.078	1.168	1.043	.988	.945	1.049	1.094	1.085	.998	.946	1.146	1.050	1.040	1.231	.970	.964	1.258	.992
Standard Error	.039	.085	.105	.123	.085	.065	.188	.153	.079	.080	.068	.095	.057	.057	.091	.044	.130	.132	.040
Error variance	*	.01	.01	.02	.01	*	.04	.02	.01	.01	*	.01	*	*	.01	*	.02	.02	*



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager supports me in following my organisation's standards of ethical behaviour

BASE: All respondents

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	200	111	50	10	189	141	48	1	123	191	7
		26%	22%	29%	39%	46%	61%	26%	1%	43%	31%	7%
			b			cd	acd	d		bc	c	
Tend to agree	(4.0)	265	170	49	8	198	89	110	7	113	239	18
		35%	34%	28%	31%	48%	39%	60%	7%	39%	39%	18%
						bd	d	abd		c	c	
Neither agree nor disagree	(3.0)	195	132	46	6	21	-	21	23	35	127	42
		25%	27%	27%	23%	5%	-	12%	24%	12%	21%	43%
			a			b		ab	abc		a	ab
Tend to disagree	(2.0)	43	34	11	1	3	-	3	33	14	31	8
		6%	7%	6%	4%	1%	-	2%	34%	5%	5%	8%
								b	abc			
Strongly disagree	(1.0)	31	28	7	1	-	-	-	30	1	13	13
		4%	6%	4%	4%	-	-	-	31%	*	2%	14%
			a						abc		a	ab
Don't know		30	19	8	-	-	-	-	4	2	9	9
		4%	4%	5%	-	-	-	-	4%	1%	1%	9%
									abc			ab
Net: Agree		465	281	99	18	387	229	158	8	236	430	24
		61%	57%	58%	70%	94%	100%	87%	8%	82%	71%	25%
						cd	acd	d		bc	c	
Net: Disagree		74	62	18	2	3	-	3	63	15	44	21
		10%	13%	11%	7%	1%	-	2%	64%	5%	7%	22%
			a					b	abc			ab
Mean Score		3.76	3.63	3.76	3.97	4.39	4.61	4.11	2.11	4.20	3.94	2.96
						cd	acd	d		bc	c	
Standard Deviation		1.049	1.095	1.096	1.064	.622	.488	.660	.978	.862	.963	1.102
Standard Error		.039	.050	.085	.209	.031	.032	.049	.101	.051	.039	.117
Error variance		*	*	.01	.04	*	*	*	.01	*	*	.01



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation disciplines employees who violate my organisation's ethical standards

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager		
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
	a	b	c	*d	a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Significance Level: 95%																				
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384	
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Strongly agree	(5.0)	191	97	94	-	71	80	40	-	98	64	29	156	36	81	110	86	105	108	83
		25%	24%	26%	-	26%	23%	28%	-	27%	23%	25%	28%	18%	26%	25%	27%	23%	28%	22%
Tend to agree	(4.0)	263	143	120	-	103	110	50	-	111	110	43	195	68	118	145	114	150	140	123
		34%	35%	34%	-	39%	31%	35%	-	30%	39%	36%	35%	34%	37%	32%	36%	33%	37%	32%
Neither agree nor disagree	(3.0)	168	88	80	-	53	89	26	-	86	57	25	120	48	66	102	64	103	78	90
		22%	22%	22%	-	20%	25%	18%	-	24%	20%	21%	21%	24%	21%	23%	21%	23%	20%	24%
Tend to disagree	(2.0)	57	37	21	-	17	30	10	-	28	20	9	43	14	21	37	23	34	34	23
		8%	9%	6%	-	6%	9%	7%	-	8%	7%	8%	8%	7%	7%	8%	7%	8%	9%	6%
Strongly disagree	(1.0)	23	12	11	-	8	11	4	-	10	9	4	12	11	12	11	13	10	10	13
		3%	3%	3%	-	3%	3%	3%	-	3%	3%	3%	2%	5%	4%	2%	4%	2%	3%	3%
Don't know		61	29	33	-	16	31	15	-	31	22	8	36	25	18	43	12	49	11	50
		8%	7%	9%	-	6%	9%	10%	-	8%	8%	7%	6%	13%	6%	10%	4%	11%	3%	13%
Net: Agree		454	239	215	-	174	190	90	-	209	174	72	351	104	199	256	199	255	248	206
		59%	59%	60%	-	65%	54%	63%	-	57%	62%	61%	62%	51%	63%	57%	64%	56%	65%	54%
Net: Disagree		81	49	32	-	25	42	13	-	38	29	13	55	25	33	48	36	44	44	36
		11%	12%	9%	-	9%	12%	9%	-	10%	10%	11%	10%	12%	10%	11%	12%	10%	12%	10%
Mean Score		3.77	3.73	3.82	-	3.84	3.68	3.87	-	3.78	3.77	3.76	3.83	3.58	3.79	3.76	3.79	3.76	3.82	3.72
Standard Deviation		1.041	1.050	1.029	-	1.014	1.060	1.033	-	1.057	1.019	1.051	1.017	1.088	1.046	1.038	1.076	1.015	1.041	1.039
Standard Error		.039	.054	.057	-	.064	.060	.088	-	.059	.062	.100	.044	.081	.061	.052	.062	.051	.054	.057
Error variance		*	*	*	-	*	*	.01	-	*	*	.01	*	.01	*	*	*	*	*	*



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation disciplines employees who violate my organisation's ethical standards

BASE: All respondents

	Sector							Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	191 25%	30 17%	22 17%	19 25%	46 33% ab	67 31% ab	8 25%	12 20%	42 21%	37 23%	57 29%	43 29%	79 22%	100 29% f	44 24% c	140 27% c	7 12% c	23 25%	165 26%
Tend to agree (4.0)	263 34%	60 34%	52 40%	21 28%	44 32%	73 34%	14 44%	4 7%	75 38% a	67 42% a	68 35% a	49 33% a	142 40% a	117 34% a	59 32%	183 35%	21 34%	32 35%	224 35%
Neither agree nor disagree (3.0)	168 22%	47 27% e	29 22%	22 30% e	26 19%	38 18%	7 22%	24 41% bcdefg	39 20%	29 18%	50 25%	27 18%	68 19%	77 22%	34 19%	115 22%	19 31% a	15 17%	132 21%
Tend to disagree (2.0)	57 8%	16 9%	12 9%	3 4%	8 6%	18 8%	- -	5 8%	12 6%	17 11% d	8 4%	15 10% d	30 8%	23 7%	31 17% b	20 4%	6 10% b	13 14% b	41 7%
Strongly disagree (1.0)	23 3%	6 3%	4 3%	4 6%	5 4%	4 2%	- -	4 7% c	9 5%	2 1%	4 2%	4 3%	11 3%	8 2%	11 6% b	12 2%	- -	6 6% b	16 3%
Don't know	61 8%	16 9%	12 9%	5 7%	10 7%	15 7%	3 10%	10 17% cdefg	20 10%	10 6%	11 6%	10 7%	30 8%	21 6%	5 3%	48 9% a	8 13% a	2 2%	53 8% a
Net: Agree	454 59%	90 51%	74 56%	39 54%	89 65% a	140 65% a	22 69%	16 27%	117 59% a	104 64% a	125 63% a	92 62% a	221 62% a	217 63% a	103 56%	322 62% c	28 46%	56 60%	389 62%
Net: Disagree	81 11%	22 13% f	16 13% f	7 10%	13 9%	22 10%	- -	9 15% d	21 11%	19 12%	12 6%	19 13% d	41 11% d	31 9%	42 23% bc	32 6%	6 10%	19 21% b	57 9%
Mean Score	3.77	3.58	3.63	3.68	3.92 ab	3.91 ab	4.03	3.30	3.73 a	3.79 a	3.89 a	3.81 a	3.76 a	3.86 a	3.53	3.89 ac	3.55	3.60	3.83
Standard Deviation	1.041	1.029	1.011	1.109	1.073	1.030	.731	1.196	1.061 a	.983 a	.962 a	1.087 a	1.024 a	1.016 a	1.209	.968 ac	.870	1.208	1.012
Standard Error	.039	.082	.093	.134	.094	.073	.136	.171	.079	.080	.071	.092	.056	.056	.090	.045	.120	.128	.042
Error variance	*	.01	.01	.02	.01	.01	.02	.03	.01	.01	*	.01	*	*	.01	*	.01	.02	*



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation disciplines employees who violate my organisation's ethical standards

BASE: All respondents

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	191	116	46	13	175	128	46	3	116	186	4
		25%	24%	27%	50%	42%	56%	25%	3%	40%	31%	4%
			b			cd	acd	d		bc	c	
Tend to agree	(4.0)	263	152	57	9	188	101	87	12	112	245	11
		34%	31%	33%	35%	46%	44%	48%	12%	39%	40%	11%
			b			d	d	d		c	c	
Neither agree nor disagree	(3.0)	168	125	36	4	24	-	24	23	37	103	44
		22%	25%	21%	15%	6%	-	13%	23%	13%	17%	45%
			a			b		ab	abc			ab
Tend to disagree	(2.0)	57	44	12	-	10	-	10	30	15	39	12
		8%	9%	7%	-	2%	-	6%	31%	5%	6%	12%
			b			b		b	abc			ab
Strongly disagree	(1.0)	23	19	6	-	2	-	2	20	1	9	12
		3%	4%	4%	-	1%	-	1%	20%	*	1%	13%
			a						abc			ab
Don't know		61	38	14	-	12	-	12	10	7	27	14
		8%	8%	8%	-	3%	-	7%	10%	2%	4%	15%
			a			b		ab	ab			ab
Net: Agree		454	268	103	22	363	229	134	15	228	431	14
		59%	54%	60%	85%	88%	100%	73%	15%	79%	71%	15%
			b			cd	acd	d		bc	c	
Net: Disagree		81	63	18	-	12	-	12	50	16	48	24
		11%	13%	11%	-	3%	-	7%	51%	6%	8%	25%
						b		ab	abc			ab
Mean Score		3.77	3.66	3.79	4.34	4.31	4.56	3.97	2.40	4.16	3.96	2.78
						cd	acd	d		bc	c	
Standard Deviation		1.041	1.087	1.070	.745	.742	.497	.875	1.086	.877	.952	1.006
Standard Error		.039	.051	.085	.146	.037	.033	.067	.116	.052	.039	.110
Error variance		*	*	.01	.02	*	*	*	.01	*	*	.01

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)

BASE: All respondents

	Total	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
Significance Level: 95%		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384	
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Strongly agree	(5.0)	257	132	125	-	84	103	70	-	136	82	39	192	65	99	158	120	137	128	128
		34%	33%	35%	-	31%	29%	49%	-	37%	29%	33%	34%	32%	31%	35%	38%	30%	34%	34%
								ab			b					b				
Tend to agree	(4.0)	281	139	142	-	107	136	38	-	112	122	47	201	80	120	161	123	158	160	121
		37%	34%	40%	-	40%	39%	26%	-	31%	43%	40%	36%	39%	38%	36%	39%	35%	42%	32%
						c	c				a								b	
Neither agree nor disagree	(3.0)	125	72	53	-	44	61	20	-	63	44	18	98	27	56	70	39	86	53	72
		16%	18%	15%	-	16%	17%	14%	-	17%	16%	15%	18%	13%	18%	15%	12%	19%	14%	19%
																	a			
Tend to disagree	(2.0)	49	29	20	-	16	23	9	-	28	14	6	32	17	20	29	21	28	24	25
		6%	7%	5%	-	6%	7%	7%	-	8%	5%	5%	6%	8%	6%	6%	7%	6%	6%	7%
Strongly disagree	(1.0)	22	12	10	-	8	12	2	-	7	10	5	15	7	12	10	8	14	11	11
		3%	3%	3%	-	3%	3%	1%	-	2%	3%	4%	3%	3%	4%	2%	3%	3%	3%	3%
Don't know		30	20	10	-	9	16	5	-	17	11	2	23	7	9	21	2	28	5	25
		4%	5%	3%	-	3%	5%	3%	-	5%	4%	2%	4%	3%	3%	5%	1%	6%	1%	7%
																	a		a	
Net: Agree		538	270	267	-	191	239	108	-	248	203	87	393	145	219	319	243	295	289	249
		70%	67%	74%	-	71%	68%	75%	-	68%	72%	74%	70%	72%	69%	71%	78%	65%	76%	65%
				a												b		b		
Net: Disagree		71	42	29	-	24	35	11	-	36	24	11	47	24	32	39	29	42	35	36
		9%	10%	8%	-	9%	10%	8%	-	10%	9%	9%	8%	12%	10%	9%	9%	9%	9%	9%
Mean Score		3.96	3.91	4.01	-	3.94	3.88	4.18	-	3.98	3.92	3.95	3.97	3.92	3.89	4.00	4.05	3.89	3.99	3.92
								ab								b				
Standard Deviation	1.029	1.058	.995	-	1.010	1.040	1.011	-	1.046	1.000	1.051	1.016	1.065	1.054	1.010	1.006	1.041	1.000	1.059	
Standard Error	.038	.054	.053	-	.063	.057	.083	-	.057	.060	.098	.044	.075	.060	.049	.057	.051	.052	.056	
Error variance	*	*	*	-	*	*	.01	-	*	*	.01	*	.01	*	*	*	*	*	*	

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)

BASE: All respondents

	Sector							Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	257 34%	50 28%	34 26%	31 42%	58 42%	71 33%	13 40%	30 52%	68 35%	53 32%	59 30%	46 31%	121 34%	105 30%	47 25%	199 38%	11 18%	21 22%	233 37%
Tend to agree (4.0)	281 37%	56 32%	48 36%	28 38%	50 36%	89 42%	10 31%	14 24%	69 35%	65 40%	83 42%	50 34%	134 37%	133 38%	71 39%	186 36%	23 38%	36 39%	238 38%
Neither agree nor disagree (3.0)	125 16%	35 20%	25 19%	11 15%	13 9%	35 16%	6 19%	7 12%	37 19%	21 13%	31 16%	28 19%	59 16%	59 17%	31 17%	75 14%	19 31%	12 13%	94 15%
Tend to disagree (2.0)	49 6%	15 9%	14 11%	1 1%	9 6%	8 4%	2 6%	3 5%	8 4%	15 9%	13 7%	10 7%	23 6%	23 7%	19 10%	27 5%	3 5%	15 16%	29 5%
Strongly disagree (1.0)	22 3%	7 4%	6 5%	3 4%	1 1%	4 2%	1 3%	1 2%	9 5%	2 1%	2 1%	8 5%	11 3%	10 3%	14 8%	8 2%	- -	7 8%	14 2%
Don't know	30 4%	12 7%	4 3%	- -	7 5%	7 3%	- -	3 5%	6 3%	6 4%	9 5%	6 4%	12 3%	15 4%	3 2%	22 4%	5 8%	2 2%	23 4%
Net: Agree	538 70%	106 61%	82 63%	58 79%	108 78%	160 75%	23 72%	44 76%	137 70%	118 73%	142 72%	96 65%	255 71%	238 69%	118 64%	385 74%	35 56%	56 61%	472 75%
Net: Disagree	71 9%	22 13%	20 15%	4 6%	10 7%	12 6%	3 9%	4 7%	17 9%	17 11%	15 8%	18 12%	34 9%	33 10%	33 18%	35 7%	3 5%	22 23%	44 7%
Mean Score	3.96	3.78	3.71	4.11	4.19	4.04	4.00	4.26	3.94	3.97	3.97	3.82	3.95	3.91	3.65	4.09	3.76	3.54	4.06
Standard Deviation	1.029	1.113	1.120	1.000	.927	.917	1.080	1.005	1.070	.990	.927	1.134	1.033	1.022	1.192	.955	.840	1.228	.968
Standard Error	.038	.087	.100	.116	.081	.064	.191	.134	.077	.079	.068	.095	.055	.056	.089	.043	.112	.130	.039
Error variance	*	.01	.01	.01	.01	*	.04	.02	.01	.01	*	.01	*	*	.01	*	.01	.02	*



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)

BASE: All respondents

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	257	147	71	11	213	142	71	4	129	224	25
		34%	30%	41%	43%	52%	62%	39%	4%	45%	37%	26%
			b	cd	acd	d				bc	c	
Tend to agree	(4.0)	281	187	50	10	184	88	96	23	116	241	26
		37%	38%	29%	39%	45%	38%	53%	24%	40%	40%	28%
			a	d	d	d		bd		c	c	
Neither agree nor disagree	(3.0)	125	84	32	3	12	-	12	10	28	80	21
		16%	17%	19%	12%	3%	-	7%	10%	10%	13%	22%
			a	b		b		ab	ab			ab
Tend to disagree	(2.0)	49	38	10	1	1	-	1	37	8	32	14
		6%	8%	6%	4%	*	-	1%	37%	3%	5%	15%
									abc			ab
Strongly disagree	(1.0)	22	18	4	-	-	-	-	18	2	16	4
		3%	4%	2%	-	-	-	-	19%	1%	3%	4%
									abc			a
Don't know		30	20	5	1	2	-	2	6	5	17	5
		4%	4%	3%	4%	1%	-	1%	6%	2%	3%	5%
									abc			
Net: Agree		538	334	120	22	396	229	167	27	245	465	52
		70%	68%	70%	81%	96%	100%	92%	28%	85%	76%	54%
			b	cd	acd	d				bc	c	
Net: Disagree		71	56	14	1	1	-	1	55	10	48	18
		9%	11%	8%	4%	*	-	1%	56%	4%	8%	19%
									abc		a	ab
Mean Score		3.96	3.86	4.04	4.25	4.49	4.62	4.32	2.54	4.28	4.05	3.60
						cd	acd	d		bc	c	
Standard Deviation		1.029	1.066	1.039	.824	.570	.487	.622	1.194	.814	.984	1.180
Standard Error		.038	.049	.080	.165	.028	.032	.046	.124	.048	.040	.123
Error variance		*	*	.01	.03	*	*	*	.02	*	*	.02

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation lives up to its stated policy of social responsibility

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager		
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Significance Level: 95%																				
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384	
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Strongly agree	(5.0)	196	99	97	-	75	78	44	-	99	74	24	147	50	85	112	95	102	109	87
		26%	24%	27%	-	28%	22%	30%	-	27%	26%	21%	26%	25%	27%	25%	30%	22%	29%	23%
																	b			
Tend to agree	(4.0)	291	153	138	-	106	134	51	-	122	115	54	219	72	123	168	126	165	158	133
		38%	38%	38%	-	39%	38%	36%	-	34%	41%	46%	39%	36%	39%	38%	40%	37%	41%	35%
											a									
Neither agree nor disagree	(3.0)	173	97	75	-	55	80	38	-	88	62	23	122	50	63	109	59	113	74	99
		23%	24%	21%	-	21%	23%	26%	-	24%	22%	19%	22%	25%	20%	24%	19%	25%	19%	26%
																	a			a
Tend to disagree	(2.0)	42	22	20	-	17	22	3	-	17	18	7	32	10	24	18	18	24	21	21
		5%	5%	5%	-	6%	6%	2%	-	5%	6%	6%	6%	5%	8%	4%	6%	5%	6%	5%
						c	c								b					
Strongly disagree	(1.0)	22	13	9	-	5	15	2	-	11	5	6	15	7	6	16	9	13	11	11
		3%	3%	3%	-	2%	4%	1%	-	3%	2%	5%	3%	3%	2%	4%	3%	3%	3%	3%
Don't know		39	20	20	-	11	22	7	-	26	10	4	26	13	14	25	5	34	8	31
		5%	5%	6%	-	4%	6%	5%	-	7%	3%	3%	5%	6%	5%	6%	2%	8%	2%	8%
										b							a			a
Net: Agree		488	252	235	-	180	213	95	-	221	189	78	365	122	208	280	221	267	268	220
		64%	62%	66%	-	67%	60%	66%	-	61%	67%	66%	65%	60%	66%	62%	71%	59%	70%	58%
																b		b		
Net: Disagree		64	36	29	-	22	38	5	-	29	23	13	48	17	30	34	27	37	32	32
		8%	9%	8%	-	8%	11%	3%	-	8%	8%	11%	8%	8%	10%	8%	9%	8%	8%	8%
							c													
Mean Score		3.82	3.78	3.87	-	3.88	3.72	3.96	-	3.83	3.86	3.73	3.84	3.78	3.85	3.81	3.91	3.76	3.89	3.75
								b									b			
Standard Deviation		.995	1.005	.983	-	.967	1.045	.900	-	1.017	.951	1.036	.989	1.013	.987	1.001	1.000	.988	.989	.998
Standard Error		.037	.051	.053	-	.061	.058	.075	-	.056	.057	.097	.043	.073	.057	.049	.057	.048	.051	.053
Error variance		*	*	*	-	*	*	.01	-	*	*	.01	*	.01	*	*	*	*	*	*



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation lives up to its stated policy of social responsibility

BASE: All respondents

	Total	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
		Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	196 26%	29 17%	29 22%	23 31% a	44 32% a	62 29% a	9 28%	18 31%	46 23%	43 26%	48 24%	42 28%	89 25%	90 26%	30 16%	155 30% a	11 18%	18 20%	174 28%
Tend to agree (4.0)	291 38%	61 35%	44 33%	30 40%	56 41%	89 41%	12 37%	14 25%	78 39% a	59 36%	86 44% a	54 36%	137 38%	140 40% a	77 42% c	198 38%	16 26%	39 42%	249 39%
Neither agree nor disagree (3.0)	173 23%	54 31% de	30 23%	14 19%	24 18%	41 19%	9 28%	20 34% dg	48 24%	37 23%	36 18%	32 22%	85 24%	68 20%	39 21%	109 21%	24 39% ab	13 14%	137 22%
Tend to disagree (2.0)	42 5%	9 5%	14 11% c	1 1%	7 5%	11 5%	- -	- -	9 4%	9 6%	15 7% a	9 6%	18 5%	24 7% a	18 10% b	22 4%	2 3%	13 14% b	25 4%
Strongly disagree (1.0)	22 3%	7 4% e	8 6% e	2 3%	3 2%	1 *	1 3%	2 4%	8 4%	3 2%	4 2%	5 3%	11 3%	9 3%	16 9% bc	6 1%	- -	7 8% b	14 2%
Don't know	39 5%	15 9% d	6 5%	4 5%	3 2%	10 5%	1 3%	4 7%	9 5%	11 7%	9 5%	6 4%	20 6%	15 4%	5 3%	26 5%	8 13% ab	2 2%	32 5%
Net: Agree	488 64%	90 51%	73 55%	53 71% ab	100 73% ab	151 70% ab	21 66%	32 55%	123 63%	102 63%	134 68%	96 65%	225 63%	230 66%	107 58%	353 68% ac	27 44%	57 62%	423 67%
Net: Disagree	64 8%	16 9%	22 17% acdef	3 4%	10 7%	12 6%	1 3%	2 4%	17 9%	12 7%	19 10%	14 10%	29 8%	33 10%	34 19% bc	28 5%	2 3%	20 22% b	39 6%
Mean Score	3.82	3.60	3.57	4.01 ab	3.98 ab	3.98 ab	3.91	3.85	3.76	3.86	3.84	3.84	3.81	3.84	3.48	3.97 ac	3.68	3.54	3.91 a
Standard Deviation	.995	.996	1.156	.936	.959	.877	.945	1.018	1.011	.969	.968	1.037	.992	.997	1.155	.912	.850	1.197	.946
Standard Error	.037	.079	.104	.112	.082	.061	.170	.137	.074	.079	.071	.087	.054	.055	.086	.041	.117	.127	.039
Error variance	*	.01	.01	.01	.01	*	.03	.02	.01	.01	*	.01	*	*	.01	*	.01	.02	*



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation lives up to its stated policy of social responsibility

BASE: All respondents

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	196	106	50	9	175	129	45	3	117	185	8
		26%	21%	29%	35%	42%	56%	25%	3%	40%	30%	8%
			b	cd	acd	d				bc	c	
Tend to agree	(4.0)	291	192	56	12	214	100	114	10	117	256	25
		38%	39%	33%	46%	52%	44%	62%	10%	41%	42%	26%
			a	bd	d	abd				c	c	
Neither agree nor disagree	(3.0)	173	116	41	3	15	-	15	22	39	103	41
		23%	23%	24%	12%	4%	-	8%	22%	13%	17%	42%
			a	b		ab		abc				ab
Tend to disagree	(2.0)	42	33	10	1	4	-	4	32	8	33	7
		5%	7%	6%	4%	1%	-	2%	32%	3%	5%	7%
			a	b		abc		abc				a
Strongly disagree	(1.0)	22	22	7	-	-	-	-	20	4	14	6
		3%	5%	4%	-	-	-	-	21%	1%	2%	6%
			a						abc			ab
Don't know		39	25	7	1	4	-	4	11	4	19	9
		5%	5%	4%	4%	1%	-	2%	11%	1%	3%	9%
			a					b	abc			ab
Net: Agree		488	298	107	21	388	229	159	13	234	441	33
		64%	60%	62%	81%	94%	100%	87%	13%	81%	72%	34%
			b	cd	acd	d				bc	c	
Net: Disagree		64	55	17	1	4	-	4	52	12	47	13
		8%	11%	10%	4%	1%	-	2%	53%	4%	8%	14%
			a					b	abc		a	ab
Mean Score		3.82	3.69	3.81	4.16	4.37	4.56	4.12	2.35	4.18	3.96	3.24
			b	cd	acd	d				bc	c	
Standard Deviation		.995	1.045	1.076	.794	.608	.497	.647	1.071	.872	.962	.983
Standard Error		.037	.048	.083	.159	.030	.033	.049	.115	.052	.040	.105
Error variance		*	*	.01	.03	*	*	*	.01	*	*	.01

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Issues of right and wrong are discussed in staff meetings

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager		
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b	
Significance Level: 95%																				
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384	
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Strongly agree	(5.0)	144	71	73	-	61	61	22	-	77	53	14	112	32	67	77	69	75	84	60
		19%	18%	20%	-	23%	17%	15%	-	21%	19%	12%	20%	16%	21%	17%	22%	17%	22%	16%
										c								b		
Tend to agree	(4.0)	247	119	128	-	96	110	41	-	115	95	38	183	64	105	142	103	144	134	113
		32%	29%	36%	-	36%	31%	28%	-	31%	33%	32%	33%	32%	33%	32%	33%	32%	35%	30%
Neither agree nor disagree	(3.0)	173	103	69	-	58	80	35	-	84	60	30	125	48	64	109	76	96	85	88
		23%	26%	19%	-	22%	23%	24%	-	23%	21%	25%	22%	24%	20%	24%	24%	21%	22%	23%
			b																	
Tend to disagree	(2.0)	92	53	39	-	26	46	20	-	32	39	21	69	23	41	51	40	52	49	43
		12%	13%	11%	-	10%	13%	14%	-	9%	14%	18%	12%	11%	13%	11%	13%	11%	13%	11%
										a	a									
Strongly disagree	(1.0)	64	34	29	-	13	32	18	-	32	23	8	41	23	23	41	19	45	22	42
		8%	8%	8%	-	5%	9%	13%	-	9%	8%	7%	7%	11%	7%	9%	6%	10%	6%	11%
						a	a												a	
Don't know		44	25	20	-	13	22	10	-	25	13	7	31	13	16	28	5	39	7	37
		6%	6%	6%	-	5%	6%	7%	-	7%	5%	6%	6%	6%	5%	6%	2%	9%	2%	10%
																a		a		
Net: Agree		391	190	202	-	158	171	62	-	191	148	52	295	97	172	220	172	220	219	173
		51%	47%	56%	-	59%	49%	43%	-	53%	52%	44%	53%	48%	54%	49%	55%	49%	57%	45%
				a		bc												b		
Net: Disagree		155	87	68	-	39	79	38	-	64	62	29	110	45	63	92	59	96	71	85
		20%	22%	19%	-	15%	22%	26%	-	18%	22%	25%	20%	22%	20%	21%	19%	21%	19%	22%
						a	a													
Mean Score		3.44	3.37	3.52	-	3.65	3.37	3.21	-	3.51	3.43	3.26	3.48	3.32	3.51	3.39	3.53	3.37	3.56	3.31
						bc												b		
Standard Deviation		1.198	1.195	1.198	-	1.107	1.215	1.264	-	1.212	1.205	1.128	1.183	1.234	1.196	1.198	1.155	1.226	1.145	1.240
Standard Error		.045	.062	.065	-	.070	.067	.106	-	.067	.072	.107	.052	.089	.069	.058	.066	.060	.059	.067
Error variance		*	*	*	-	*	*	.01	-	*	.01	.01	*	.01	*	*	*	*	*	*



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Issues of right and wrong are discussed in staff meetings

BASE: All respondents

	Total	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
		Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	144 19%	26 15%	20 15%	13 18%	29 21%	49 23%	7 22%	10 17%	38 19%	33 21%	35 18%	28 19%	71 20%	63 18%	35 19%	102 20%	7 12%	20 21%	121 19%
Tend to agree (4.0)	247 32%	45 25%	39 30%	21 28%	52 38%	78 37%	12 37%	9 16%	61 31%	57 35%	73 37%	47 32%	118 33%	120 35%	53 29%	175 34%	19 31%	32 35%	207 33%
Neither agree nor disagree (3.0)	173 23%	47 27%	31 24%	22 30%	28 21%	37 17%	7 22%	21 35%	46 23%	28 17%	44 22%	34 23%	75 21%	78 22%	39 21%	113 22%	20 33%	18 20%	138 22%
Tend to disagree (2.0)	92 12%	28 16%	18 14%	11 15%	11 8%	23 11%	1 3%	4 6%	23 12%	25 15%	23 12%	17 12%	48 13%	40 12%	26 14%	61 12%	5 8%	11 12%	78 12%
Strongly disagree (1.0)	64 8%	17 10%	13 10%	4 5%	11 8%	16 7%	3 9%	7 12%	18 9%	9 6%	15 8%	15 10%	27 7%	30 9%	26 14%	34 7%	4 7%	9 10%	50 8%
Don't know	44 6%	13 8%	9 7%	3 4%	7 5%	10 5%	2 6%	8 14%	11 6%	10 6%	8 4%	7 5%	21 6%	15 4%	5 3%	33 6%	6 10%	2 2%	38 6%
Net: Agree	391 51%	71 40%	59 45%	34 46%	81 59%	127 60%	19 60%	19 32%	99 50%	90 55%	108 55%	75 51%	189 53%	183 53%	89 48%	276 53%	26 42%	52 56%	328 52%
Net: Disagree	155 20%	45 25%	31 24%	15 20%	22 16%	39 18%	4 12%	11 18%	41 21%	34 21%	38 19%	32 22%	75 21%	70 20%	52 28%	95 18%	9 15%	20 22%	127 20%
Mean Score	3.44	3.22	3.29	3.40	3.59	3.60	3.64	3.22	3.43	3.53	3.48	3.40	3.47	3.44	3.26	3.52	3.36	3.47	3.46
Standard Deviation	1.198	1.213	1.219	1.129	1.162	1.194	1.189	1.255	1.214	1.174	1.159	1.236	1.196	1.191	1.319	1.159	1.063	1.243	1.192
Standard Error	.045	.096	.111	.134	.101	.083	.217	.176	.089	.095	.084	.104	.065	.066	.099	.053	.143	.132	.049
Error variance	*	.01	.01	.02	.01	.01	.05	.03	.01	.01	.01	.01	*	*	.01	*	.02	.02	*



Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Issues of right and wrong are discussed in staff meetings

BASE: All respondents

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None	
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c	
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97	
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Strongly agree	(5.0)	144	60	69	35	11	135	111	24	2	97	142	2
		19%	36%	14%	21%	43%	33%	49%	13%	2%	34%	23%	2%
			b				cd	acd	d		bc	c	
Tend to agree	(4.0)	247	69	143	50	10	195	118	77	5	109	228	14
		32%	41%	29%	29%	38%	47%	51%	42%	5%	38%	37%	14%
			b				d	d	d		c	c	
Neither agree nor disagree	(3.0)	173	23	123	44	5	49	-	49	9	51	118	34
		23%	13%	25%	26%	19%	12%	-	27%	9%	18%	19%	35%
				a			b		abd	b			ab
Tend to disagree	(2.0)	92	13	74	18	-	20	-	20	33	25	73	13
		12%	8%	15%	11%	-	5%	-	11%	34%	9%	12%	14%
			a				b		ab	abc			
Strongly disagree	(1.0)	64	2	58	12	-	3	-	3	45	3	30	26
		8%	1%	12%	7%	-	1%	-	2%	46%	1%	5%	27%
				a						abc		a	ab
Don't know		44	3	27	11	-	9	-	9	4	4	20	8
		6%	2%	6%	6%	-	2%	-	5%	4%	1%	3%	8%
			a				b		b				ab
Net: Agree		391	129	212	85	21	330	229	101	7	206	369	15
		51%	76%	43%	50%	81%	80%	100%	55%	7%	71%	61%	16%
			b				cd	acd	d		bc	c	
Net: Disagree		155	15	132	31	-	23	-	23	78	28	103	39
		20%	9%	27%	18%	-	6%	-	13%	79%	10%	17%	40%
				a			b		ab	abc		a	ab
Mean Score	3.44	4.04	3.20	3.49	4.23		4.09	4.49	3.57	1.79	3.96	3.64	2.46
		b					cd	acd	d		bc	c	
Standard Deviation	1.198	.954	1.231	1.177	.766		.846	.501	.926	.977	.982	1.124	1.132
Standard Error	.045	.074	.057	.092	.150		.042	.033	.071	.101	.058	.046	.120
Error variance	*	.01	*	.01	.02		*	*	*	.01	*	*	.01

Ethics at Work survey 2018 - Global research

Q10. Have you felt pressured to compromise your current organisation's standards of ethical conduct?

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	92	50	42	-	51	33	8	-	45	29	17	70	22	47	44	55	37	71	21
	12%	12%	12%	-	19%	9%	5%	-	12%	10%	14%	12%	11%	15%	10%	18%	8%	19%	5%
					bc									b	b			b	
No	632	338	293	-	197	300	135	-	301	235	96	460	172	248	384	246	385	292	339
	83%	84%	82%	-	74%	85%	93%	-	83%	83%	81%	82%	85%	79%	86%	79%	85%	77%	89%
					a	a	ab							a	a	a	a	a	a
Don't know	40	16	24	-	20	18	2	-	18	18	5	31	9	20	20	11	29	18	22
	5%	4%	7%	-	7%	5%	1%	-	5%	6%	4%	6%	4%	6%	5%	4%	6%	5%	6%
					c	c													

Ethics at Work survey 2018 - Global research

Q10. Have you felt pressured to compromise your current organisation's standards of ethical conduct?

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%																			
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	92 12%	23 13%	18 14%	3 4%	23 17%	20 9%	4 13%	1 2%	27 14%	24 15%	27 14%	12 8%	51 14%	39 11%	61 33%	24 5%	7 11%	92 100%	- -
		c	c		ce				a	a	a		a	a	bc		b	b	
No	632 83%	143 81%	100 76%	67 90%	110 80%	184 86%	28 87%	57 98%	155 79%	130 80%	161 82%	128 86%	285 79%	290 84%	114 62%	482 93%	36 58%	- -	632 100%
				b	b	b		bcd	efg						ac			a	
Don't know	40 5%	9 5%	13 10%	4 5%	4 3%	10 5%	- -	- -	15 8%	8 5%	9 5%	8 5%	23 6%	17 5%	10 5%	11 2%	19 31%	- -	- -
			d						a				a	b		ab			



Ethics at Work survey 2018 - Global research

Q10. Have you felt pressured to compromise your current organisation's standards of ethical conduct?

BASE: All respondents

Significance Level: 95%

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	92	44	43	17	11	50	27	23	24	33	85	4
	12%	26%	9%	10%	43%	12%	12%	12%	24%	11%	14%	4%
		b							abc	c	c	
No	632	119	434	146	12	355	197	158	66	251	506	88
	83%	70%	88%	85%	46%	86%	86%	87%	67%	87%	83%	92%
		a				d	d	d				b
Don't know	40	7	17	9	3	6	5	1	8	5	19	4
	5%	4%	3%	5%	12%	1%	2%	1%	8%	2%	3%	4%
									abc			

Ethics at Work survey 2018 - Global research

Q11. Which of the following, if any, were the main pressures on you to act unethically?

BASE: All who have felt pressured to compromise their organisation's current standards of ethical conduct

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	*c	*d	a	b	*c	a	*b	a	b	a	b	a	*b
Significance Level: 95%																			
Unweighted Total	91	49	42	-	50	33	8	-	44	30	17	69	22	47	44	54	37	70	21
Weighted Total	92	50	42	-	51	33	8	-	45	29	17	70	22	47	44	55	37	71	21
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
We were under-resourced	32	17	15	-	18	12	2	-	19	10	3	26	6	15	17	19	13	24	8
	35%	34%	36%	-	36%	36%	24%	-	43%	33%	18%	38%	27%	32%	39%	35%	35%	34%	38%
Time pressure	31	17	14	-	18	11	2	-	18	9	4	22	9	15	16	16	15	22	9
	34%	34%	33%	-	36%	33%	24%	-	41%	30%	23%	32%	41%	31%	37%	29%	41%	32%	42%
I was following my boss's orders	25	13	12	-	14	10	1	-	11	9	5	21	4	14	11	15	10	16	9
	28%	27%	29%	-	28%	30%	13%	-	25%	30%	30%	31%	18%	30%	25%	28%	27%	23%	43%
I was being asked to take shortcuts	24	13	11	-	11	12	1	-	12	8	4	19	5	14	10	12	12	17	7
	26%	27%	26%	-	22%	37%	11%	-	27%	26%	24%	27%	23%	30%	22%	22%	33%	24%	33%
I felt peer pressure to be a team player	20	15	5	-	9	10	1	-	10	8	2	17	3	11	9	13	7	16	4
	22%	31%	12%	-	18%	31%	13%	-	23%	27%	12%	25%	14%	24%	20%	25%	19%	23%	19%
I wanted to help the organisation perform better (e.g. against competitors or spending cutbacks)	14	9	5	-	9	4	1	-	8	5	1	11	3	7	7	12	2	13	1
	15%	18%	12%	-	18%	12%	11%	-	18%	17%	6%	16%	14%	15%	16%	22%	5%	19%	5%
I was trying to save my job	13	7	6	-	9	4	-	-	7	3	3	9	4	9	4	9	4	10	3
	14%	14%	14%	-	18%	12%	-	-	16%	10%	18%	13%	19%	19%	9%	17%	11%	14%	15%
I had to meet unrealistic business objectives / deadlines	12	4	8	-	9	2	1	-	5	4	3	9	3	6	6	9	3	10	2
	13%	8%	19%	-	18%	6%	14%	-	11%	13%	18%	13%	14%	12%	14%	17%	8%	14%	9%
There were financial / budgeting pressures at the company	11	7	4	-	6	3	2	-	6	4	1	8	3	4	7	7	4	9	2
	12%	14%	9%	-	12%	9%	24%	-	13%	14%	6%	12%	13%	8%	16%	13%	11%	13%	9%
My organisation has an unethical culture	10	6	4	-	7	3	-	-	5	3	2	5	5	8	2	7	3	8	2
	11%	13%	10%	-	14%	10%	-	-	12%	10%	12%	7%	23%	18%	5%	13%	8%	12%	10%
Other (Please specify)	1	1	-	-	-	-	1	-	1	-	-	-	1	-	1	-	1	1	-
	1%	2%	-	-	-	-	14%	-	2%	-	-	-	5%	-	2%	-	3%	1%	-

Ethics at Work survey 2018 - Global research

Q11. Which of the following, if any, were the main pressures on you to act unethically?

BASE: All who have felt pressured to compromise their organisation's current standards of ethical conduct

Significance Level: 95%

	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	*c	*d	a	b	*c	a	*b	a	b	a	b	a	*b
Unweighted Total	91	49	42	-	50	33	8	-	44	30	17	69	22	47	44	54	37	70	21
Weighted Total	92	50	42	-	51	33	8	-	45	29	17	70	22	47	44	55	37	71	21
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Don't know	4	-	4	-	1	2	1	-	1	2	1	2	2	3	1	2	2	2	2
	4%	-	9%	-	2%	6%	13%	-	2%	6%	6%	3%	9%	6%	2%	3%	5%	3%	9%
			a																

Ethics at Work survey 2018 - Global research

Q11. Which of the following, if any, were the main pressures on you to act unethically?

BASE: All who have felt pressured to compromise their organisation's current standards of ethical conduct

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
	*a	*b	*c	*d	*e	*f	*a	*b	*c	*d	*e	f	g	a	*b	*c	a	*b	
Significance Level: 95%																			
Unweighted Total	91	23	18	3	23	20	4	1	27	24	27	12	51	39	60	24	7	91	-
Weighted Total	92	23	18	3	23	20	4	1	27	24	27	12	51	39	61	24	7	92	-
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-
We were under-resourced	32 35%	8 35%	4 22%	2 66%	7 30%	9 46%	2 50%	- -	11 41%	7 29%	8 30%	6 50%	18 35%	14 36%	23 38%	8 34%	1 14%	32 35%	-
Time pressure	31 34%	6 26%	8 45%	-	8 35%	8 40%	1 24%	- -	9 33%	9 38%	8 30%	5 42%	18 35%	13 33%	20 33%	10 42%	1 14%	31 34%	-
I was following my boss's orders	25 28%	6 27%	7 39%	1 32%	4 18%	6 30%	1 24%	- -	6 22%	3 13%	12 45%	4 34%	9 17%	16 41%	15 25%	8 34%	2 29%	25 28%	-
I was being asked to take shortcuts	24 26%	6 26%	7 39%	1 34%	5 22%	4 20%	1 24%	1 100%	7 26%	4 17%	9 34%	3 25%	11 22%	12 31%	21 35%	3 13%	-	24 26%	-
I felt peer pressure to be a team player	20 22%	2 8%	5 28%	-	7 31%	5 25%	1 25%	- -	2 8%	6 25%	8 30%	4 33%	8 16%	12 31%	16 27%	2 8%	2 29%	20 22%	-
I wanted to help the organisation perform better (e.g. against competitors or spending cutbacks)	14 15%	2 9%	5 27%	-	4 18%	2 10%	1 26%	- -	5 19%	3 13%	6 22%	-	8 16%	6 16%	11 18%	1 4%	2 29%	14 15%	-
I was trying to save my job	13 14%	1 4%	3 17%	2 66%	3 14%	2 10%	2 50%	1 100%	3 11%	3 13%	3 11%	3 25%	6 12%	6 15%	10 17%	3 13%	-	13 14%	-
I had to meet unrealistic business objectives / deadlines	12 13%	1 4%	3 17%	1 34%	4 17%	2 10%	1 26%	- -	3 11%	2 8%	4 15%	3 25%	5 10%	7 18%	7 11%	4 17%	1 15%	12 13%	-
There were financial / budgeting pressures at the company	11 12%	2 9%	1 5%	-	6 25%	2 10%	-	- -	3 11%	4 16%	2 7%	2 17%	7 14%	4 10%	7 12%	2 8%	2 28%	11 12%	-



Ethics at Work survey 2018 - Global research

Q11. Which of the following, if any, were the main pressures on you to act unethically?

BASE: All who have felt pressured to compromise their organisation's current standards of ethical conduct

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
	*a	*b	*c	*d	*e	*f	*a	*b	*c	*d	*e	f	g	a	*b	*c	a	*b	
Significance Level: 95%																			
Unweighted Total	91	23	18	3	23	20	4	1	27	24	27	12	51	39	60	24	7	91	-
Weighted Total	92	23	18	3	23	20	4	1	27	24	27	12	51	39	61	24	7	92	-
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-
My organisation has an unethical culture	10 11%	4 18%	2 12%	1 34%	2 9%	1 5%	-	1 100%	3 12%	3 13%	3 11%	-	6 12%	3 8%	9 15%	1 4%	-	10 11%	-
Other (Please specify)	1 1%	1 4%	-	-	-	-	-	-	1 4%	-	-	-	1 2%	-	-	-	1 15%	1 1%	-
Don't know	4 4%	1 4%	-	-	1 4%	2 10%	-	-	2 7%	1 4%	1 3%	-	3 6%	1 2%	1 2%	3 12%	-	4 4%	-



Ethics at Work survey 2018 - Global research

Q11. Which of the following, if any, were the main pressures on you to act unethically?

BASE: All who have felt pressured to compromise their organisation's current standards of ethical conduct

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	*a	*b	a	*b	*c	*d	a	b	*c
Significance Level: 95%												
Unweighted Total	91	43	43	17	11	49	27	22	24	32	84	4
Weighted Total	92	44	43	17	11	50	27	23	24	33	85	4
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
We were under-resourced	32 35%	10 23%	18 42%	6 36%	3 27%	16 33%	8 29%	8 36%	9 38%	10 31%	30 36%	2 48%
Time pressure	31 34%	12 28%	17 39%	6 36%	2 19%	15 31%	10 37%	5 23%	10 41%	11 35%	30 36%	1 22%
I was following my boss's orders	25 28%	9 21%	14 33%	3 17%	3 27%	11 23%	9 33%	2 9%	7 29%	6 19%	25 30%	- -
I was being asked to take shortcuts	24 26%	10 24%	14 33%	3 17%	4 36%	13 27%	7 26%	6 27%	6 25%	8 26%	23 27%	- -
I felt peer pressure to be a team player	20 22%	11 26%	8 19%	4 24%	7 64%	15 31%	8 30%	7 31%	2 8%	12 38%	20 24%	- -
I wanted to help the organisation perform better (e.g. against competitors or spending cutbacks)	14 15%	12 28%	2 4%	2 11%	4 37%	10 21%	6 23%	4 18%	1 4%	5 16%	14 17%	- -
I was trying to save my job	13 14%	8 19%	4 9%	2 12%	2 18%	5 10%	2 8%	3 14%	2 9%	4 12%	12 14%	- -
I had to meet unrealistic business objectives / deadlines	12 13%	5 11%	6 14%	3 18%	1 9%	4 8%	3 11%	1 5%	6 25%	4 12%	10 12%	1 25%
There were financial / budgeting pressures at the company	11 12%	6 14%	4 9%	2 12%	2 19%	7 14%	4 15%	3 14%	3 12%	3 9%	8 10%	2 48%
My organisation has an unethical culture	10 11%	7 16%	3 7%	1 6%	1 9%	5 10%	2 7%	3 14%	3 13%	4 12%	9 11%	- -
Other (Please specify)	1 1%	- -	1 2%	- -	- -	- -	- -	- -	1 4%	- -	- -	1 27%
Don't know	4 4%	1 2%	3 7%	1 6%	- -	1 2%	- -	1 4%	2 8%	- -	4 5%	- -

Ethics at Work survey 2018 - Global research

Q12. Does your organisation provide incentives to employees to encourage them to live up to the organisation's ethical standards?

BASE: All respondents

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	764	400	364	-	266	346	152	-	355	291	118	558	206	315	449	312	452	380	384
Weighted Total	764	405	359	-	268	351	144	-	364	283	118	562	202	315	449	312	452	382	382
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	170	92	77	-	91	58	21	-	86	62	21	125	44	79	91	90	79	124	46
	22%	23%	22%	-	34%	17%	14%	-	24%	22%	18%	22%	22%	25%	20%	29%	18%	32%	12%
					bc										b			b	
No	494	268	227	-	134	250	110	-	227	185	82	365	129	190	304	199	295	223	271
	65%	66%	63%	-	50%	71%	76%	-	62%	65%	70%	65%	64%	60%	68%	64%	65%	59%	71%
					a	a								a				a	
Don't know	100	45	55	-	43	44	14	-	50	36	14	71	29	47	53	23	77	34	66
	13%	11%	15%	-	16%	12%	9%	-	14%	13%	12%	13%	14%	15%	12%	7%	17%	9%	17%
															a			a	



Ethics at Work survey 2018 - Global research

Q12. Does your organisation provide incentives to employees to encourage them to live up to the organisation's ethical standards?

BASE: All respondents

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct			
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Significance Level: 95%																				
Unweighted Total	764	174	130	74	139	215	32	59	198	162	197	148	360	345	184	519	61	91	633	
Weighted Total	764	176	131	74	138	214	32	58	197	162	198	148	360	346	185	517	62	92	632	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Yes	170 22%	40 23%	38 29%	14 19%	31 23%	38 18%	10 32%	5 8%	46 23%	47 29%	48 24%	23 16%	94 26%	71 21%	56 30%	101 20%	12 20%	44 48%	119 19%	
			e						a	aeg	a		ae	a	b			b		
No	494 65%	116 66%	71 54%	51 69%	94 68%	144 67%	18 56%	50 86%	119 60%	97 60%	127 64%	101 68%	216 60%	228 66%	115 62%	346 67%	33 53%	43 46%	434 69%	
		b		b	b	b		bcdefg							c			a		
Don't know	100 13%	20 12%	22 17%	9 12%	13 9%	32 15%	4 12%	3 5%	32 16%	18 11%	23 12%	24 16%	50 14%	47 14%	13 7%	70 14%	17 27%	5 5%	79 13%	
									a			a			a	ab				



Ethics at Work survey 2018 - Global research

Q12. Does your organisation provide incentives to employees to encourage them to live up to the organisation's ethical standards?

BASE: All respondents

Significance Level: 95%

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	764	169	495	173	26	412	231	181	98	288	609	97
Weighted Total	764	170	494	171	27	411	229	182	98	289	610	96
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	170	170	-	27	15	128	89	39	10	98	166	1
	22%	100%	-	16%	58%	31%	39%	22%	10%	34%	27%	1%
		b				cd	cd	d		bc	c	
No	494	-	494	116	10	232	113	119	81	159	370	89
	65%	-	100%	68%	38%	56%	49%	66%	82%	55%	61%	93%
			a			ab		ab	abc			ab
Don't know	100	-	-	28	1	51	28	23	7	32	74	6
	13%	-	-	16%	4%	12%	12%	13%	7%	11%	12%	6%

Ethics at Work survey 2018 - Global research

Q13. Which of the following incentives, if any, does your organisation provide to encourage employees to live up to its ethical standards?

BASE: All whose organisations provide incentives to employees to encourage them to live up to the organisation's ethical standard

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	*c	*d	a	b	*c	a	b	a	b	a	b	a	b
Significance Level: 95%																			
Unweighted Total	169	91	78	-	90	57	22	-	84	64	21	124	45	78	91	90	79	123	46
Weighted Total	170	92	77	-	91	58	21	-	86	62	21	125	44	79	91	90	79	124	46
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
It is part of our annual appraisal / review	79	45	34	-	36	33	10	-	38	30	11	62	18	30	49	44	35	59	21
	47%	49%	45%	-	40%	56%	50%	-	44%	48%	52%	49%	40%	38%	54%	49%	44%	47%	45%
Public commendation (e.g. employee awards)	50	28	22	-	27	18	4	-	24	20	6	35	15	23	26	26	24	34	16
	29%	30%	28%	-	30%	32%	19%	-	28%	32%	28%	28%	34%	30%	29%	28%	30%	27%	35%
It is taken into account in assessing bonus payments	48	23	25	-	21	20	6	-	26	15	7	35	13	19	29	31	17	36	12
	28%	25%	32%	-	23%	35%	31%	-	31%	23%	33%	28%	29%	25%	31%	34%	22%	29%	26%
Salary increases	46	27	19	-	24	16	5	-	19	22	5	33	13	21	25	29	17	39	7
	27%	30%	24%	-	27%	28%	27%	-	22%	36%	24%	27%	29%	27%	27%	32%	21%	31%	15%
Other (Please specify)	1	-	1	-	1	-	-	-	-	-	1	1	-	-	1	-	1	1	-
	1%	-	1%	-	1%	-	-	-	-	-	5%	1%	-	-	1%	-	1%	1%	-
Don't know	12	5	7	-	7	2	3	-	6	4	2	7	5	9	3	3	9	7	5
	7%	6%	9%	-	8%	3%	14%	-	7%	6%	10%	6%	11%	12%	3%	3%	12%	6%	11%

Ethics at Work survey 2018 - Global research

Q13. Which of the following incentives, if any, does your organisation provide to encourage employees to live up to its ethical standards?

BASE: All whose organisations provide incentives to employees to encourage them to live up to the organisation's ethical standard

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
	a	b	*c	d	e	*f	*a	b	c	d	*e	f	g	a	b	*c	a	b	
Significance Level: 95%																			
Unweighted Total	169	39	37	14	31	38	10	5	46	47	48	23	93	71	55	102	12	43	119
Weighted Total	170	40	38	14	31	38	10	5	46	47	48	23	94	71	56	101	12	44	119
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
It is part of our annual appraisal / review	79 47%	15 38%	15 40%	5 35%	18 59%	20 53%	6 61%	3 60%	17 37%	23 49%	24 51%	12 52%	40 43%	36 51%	23 40%	49 48%	8 66%	16 35%	61 51%
Public commendation (e.g. employee awards)	50 29%	10 26%	12 32%	4 29%	10 32%	12 32%	1 11%	- -	10 22%	16 34%	15 31%	8 35%	27 28%	23 32%	18 31%	29 29%	3 25%	20 44%	29 24%
It is taken into account in assessing bonus payments	48 28%	10 26%	11 30%	6 43%	12 38%	6 16%	3 30%	2 41%	14 30%	10 21%	13 27%	9 39%	24 26%	22 31%	17 31%	27 27%	3 26%	14 31%	33 28%
Salary increases	46 27%	10 25%	13 35%	5 35%	5 16%	9 24%	4 40%	2 42%	11 23%	11 23%	15 32%	7 30%	22 23%	22 31%	14 25%	30 29%	2 17%	12 28%	32 27%
Other (Please specify)	1 1%	- -	- -	- -	1 3%	- -	- -	- -	- -	- -	1 2%	- -	- -	1 1%	- -	1 1%	- -	- -	1 1%
Don't know	12 7%	3 8%	2 6%	1 7%	1 3%	5 13%	- -	1 19%	4 9%	1 2%	2 4%	4 18%	5 5%	6 9%	2 4%	9 9%	1 8%	2 4%	10 9%

Ethics at Work survey 2018 - Global research

Q13. Which of the following incentives, if any, does your organisation provide to encourage employees to live up to its ethical standards?

BASE: All whose organisations provide incentives to employees to encourage them to live up to the organisation's ethical standard

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	*b	*a	*b	a	b	c	*d	a	b	*c
Unweighted Total	169	169	-	28	15	128	89	39	10	98	165	1
Weighted Total	170	170	-	27	15	128	89	39	10	98	166	1
	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%
It is part of our annual appraisal / review	79	79	-	12	9	64	46	18	4	50	78	1
	47%	47%	-	42%	60%	50%	52%	46%	39%	51%	47%	100%
Public commendation (e.g. employee awards)	50	50	-	7	5	41	26	15	2	30	50	-
	29%	29%	-	26%	34%	32%	29%	39%	20%	31%	30%	-
It is taken into account in assessing bonus payments	48	48	-	5	3	34	26	8	4	30	47	-
	28%	28%	-	17%	21%	26%	29%	20%	39%	30%	28%	-
Salary increases	46	46	-	10	5	37	28	9	2	29	45	-
	27%	27%	-	38%	33%	29%	31%	23%	20%	29%	27%	-
Other (Please specify)	1	1	-	-	-	1	1	-	-	-	1	-
	1%	1%	-	-	-	1%	1%	-	-	-	1%	-
Don't know	12	12	-	2	-	9	7	2	1	6	11	-
	7%	7%	-	8%	-	7%	8%	5%	10%	6%	7%	-

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? Summary Table

BASE: All managers

		Statements					
		Petty fiddling is inevitable in a modern organisation	If we cracked down on every little fiddle we would soon find we had no staff	If we cracked down on every little fiddle we would soon find we had no suppliers	As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	There is no real difference between fraud and a bit of petty fiddling	It is acceptable to increase profits in the books as long as no money is stolen
		a	b	c	d	e	f
Significance Level: 95%							
Unweighted Total		312	312	312	312	312	312
Weighted Total		312	312	312	312	312	312
		100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	17 5%	25 8%	21 7%	22 7%	30 10%	15 5%
						af	
Tend to agree	(4.0)	101 32%	71 23%	66 21%	61 20%	79 25%	31 10%
		bcdef	f	f	f	f	
Neither agree nor disagree	(3.0)	79 25%	68 22%	72 23%	62 20%	57 18%	55 17%
		ef					
Tend to disagree	(2.0)	51 16%	65 21%	68 22%	79 25%	74 24%	69 22%
					a	a	
Strongly disagree	(1.0)	62 20%	77 25%	73 23%	85 27%	67 21%	140 45%
					a		abcde
Don't know		3 1%	7 2%	12 4%	3 1%	5 2%	2 1%
				adf			
Net: Agree		118 38%	96 31%	87 28%	84 27%	109 35%	47 15%
		cdf	f	f	f	df	
Net: Disagree		113 36%	142 45%	141 45%	164 53%	141 45%	209 67%
			a	a	a	a	abcde
Mean Score		2.87 cdf	2.68 f	2.65 f	2.54 f	2.78 df	2.08
Standard Deviation		1.222	1.295	1.259	1.279	1.309	1.215
Standard Error		.070	.074	.073	.073	.075	.069
Error variance		*	.01	.01	.01	.01	*

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All managers

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	*b	a	b
Significance Level: 95%																			
Unweighted Total	312	206	106	-	88	152	72	-	128	140	44	257	55	109	203	312	-	253	59
Weighted Total	312	208	105	-	89	155	68	-	132	136	44	259	53	110	202	312	-	254	58
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%
Petty fiddling is inevitable in a modern organisation	118	80	38	-	37	58	23	-	48	57	12	101	17	45	73	118	-	99	19
	38%	39%	36%	-	41%	37%	34%	-	37%	42%	27%	39%	32%	41%	36%	38%	-	39%	32%
There is no real difference between fraud and a bit of petty fiddling	109	79	30	-	30	56	22	-	39	53	16	92	16	33	76	109	-	94	14
	35%	38%	29%	-	34%	36%	33%	-	30%	39%	36%	36%	31%	30%	37%	35%	-	37%	25%
If we cracked down on every little fiddle we would soon find we had no staff	96	64	32	-	35	40	21	-	36	49	11	81	15	38	58	96	-	83	13
	31%	31%	31%	-	40%	26%	31%	-	27%	36%	25%	31%	28%	35%	29%	31%	-	33%	22%
If we cracked down on every little fiddle we would soon find we had no suppliers	87	62	25	-	34	39	15	-	40	37	11	73	14	35	53	87	-	77	10
	28%	30%	24%	-	38%	25%	21%	-	30%	27%	25%	28%	27%	31%	26%	28%	-	30%	17%
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	84	55	29	-	34	41	8	-	36	41	7	75	9	29	55	84	-	73	10
	27%	26%	28%	-	39%	27%	11%	-	27%	30%	16%	29%	17%	26%	27%	27%	-	29%	18%
It is acceptable to artificially increase profits in the books as long as no money is stolen	47	28	19	-	24	20	3	-	19	26	2	40	7	19	28	47	-	45	2
	15%	13%	18%	-	27%	13%	4%	-	14%	19%	5%	15%	13%	17%	14%	15%	-	18%	4%



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All managers

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%																			
Unweighted Total	312	79	44	38	67	64	20	45	87	55	79	46	142	125	90	208	14	54	247
Weighted Total	312	80	44	38	66	64	20	45	86	56	80	46	142	126	91	207	14	55	246
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Petty fiddling is inevitable in a modern organisation	118 38%	35 44%	19 43%	10 27%	22 34%	21 33%	10 49%	12 27%	39 45%	20 35%	31 39%	16 35%	58 41%	47 38%	50 55%	63 30%	5 35%	32 58%	84 34%
There is no real difference between fraud and a bit of petty fiddling	109 35%	30 38%	14 31%	14 37%	26 39%	19 30%	6 30%	13 28%	39 45%	13 24%	31 39%	13 29%	52 37%	44 35%	39 43%	65 31%	5 36%	21 39%	85 35%
If we cracked down on every little fiddle we would soon find we had no staff	96 31%	31 39%	18 41%	8 21%	19 29%	13 20%	7 34%	12 26%	30 34%	18 33%	25 32%	11 24%	48 34%	36 29%	39 44%	51 25%	5 35%	28 52%	63 25%
If we cracked down on every little fiddle we would soon find we had no suppliers	87 28%	22 28%	16 37%	6 16%	23 34%	13 20%	7 35%	10 23%	25 29%	16 30%	27 33%	9 19%	42 29%	36 28%	39 43%	46 22%	2 14%	26 47%	60 24%
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	84 27%	26 32%	15 35%	8 21%	19 29%	7 11%	8 41%	10 23%	25 28%	12 22%	29 36%	8 18%	37 26%	37 29%	34 38%	43 21%	6 42%	26 47%	56 23%
It is acceptable to artificially increase profits in the books as long as no money is stolen	47 15%	15 19%	6 14%	2 5%	12 19%	5 8%	6 30%	2 4%	16 19%	9 17%	16 20%	3 7%	26 18%	19 15%	24 26%	21 10%	2 14%	20 36%	25 10%

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All managers

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	312	90	199	74	20	184	115	69	40	118	249	50
Weighted Total	312	90	199	73	20	184	114	70	40	119	250	49
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Petty fiddling is inevitable in a modern organisation	118	45	69	11	15	75	36	39	16	47	104	12
	38%	50%	35%	15%	75%	41%	32%	55%	40%	40%	42%	25%
		b						ab			c	
There is no real difference between fraud and a bit of petty fiddling	109	36	68	27	15	69	43	26	12	45	90	18
	35%	40%	34%	37%	74%	38%	38%	38%	30%	38%	36%	36%
If we cracked down on every little fiddle we would soon find we had no staff	96	40	53	5	15	59	36	22	14	39	84	12
	31%	45%	26%	6%	75%	32%	32%	32%	34%	33%	33%	25%
		b										
If we cracked down on every little fiddle we would soon find we had no suppliers	87	41	44	8	14	62	35	28	7	40	78	10
	28%	45%	22%	11%	70%	34%	30%	40%	17%	34%	31%	20%
		b				d		d				
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	84	39	41	5	16	59	27	33	7	39	78	6
	27%	43%	21%	7%	80%	32%	23%	47%	18%	33%	31%	12%
		b						abd		c	c	
It is acceptable to artificially increase profits in the books as long as no money is stolen	47	31	13	2	15	35	23	12	4	22	46	1
	15%	35%	7%	3%	75%	19%	20%	18%	10%	19%	18%	2%
		b								c	c	

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All managers

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager		
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	*b	a	b	
Significance Level: 95%																				
Unweighted Total	312	206	106	-	88	152	72	-	128	140	44	257	55	109	203	312	-	253	59	
Weighted Total	312	208	105	-	89	155	68	-	132	136	44	259	53	110	202	312	-	254	58	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	
It is acceptable to artificially increase profits in the books as long as no money is stolen	209	144	65	-	40	112	58	-	88	86	35	172	37	69	140	209	-	165	44	
	67%	69%	62%	-	44%	72%	84%	-	67%	63%	80%	66%	70%	63%	69%	67%	-	65%	76%	
						a	ab				b									
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	164	110	54	-	31	90	43	-	72	66	26	134	30	54	110	164	-	128	37	
	53%	53%	52%	-	35%	58%	62%	-	55%	48%	59%	52%	56%	49%	54%	53%	-	50%	63%	
						a	a													
If we cracked down on every little fiddle we would soon find we had no staff	142	97	45	-	27	82	32	-	61	58	22	117	25	42	100	142	-	114	28	
	45%	47%	43%	-	30%	53%	47%	-	47%	43%	50%	45%	47%	38%	49%	45%	-	45%	48%	
						a	a													
If we cracked down on every little fiddle we would soon find we had no suppliers	141	98	43	-	27	78	36	-	61	59	21	121	20	45	97	141	-	118	24	
	45%	47%	41%	-	31%	50%	53%	-	47%	43%	48%	47%	37%	41%	48%	45%	-	46%	41%	
						a	a													
There is no real difference between fraud and a bit of petty fiddling	141	90	51	-	37	67	37	-	65	53	22	115	26	49	92	141	-	106	35	
	45%	43%	49%	-	41%	43%	54%	-	50%	39%	50%	44%	49%	45%	45%	45%	-	42%	60%	
																			a	
Petty fiddling is inevitable in a modern organisation	113	74	39	-	29	55	29	-	49	47	17	87	26	34	79	113	-	87	26	
	36%	36%	38%	-	33%	35%	42%	-	37%	34%	39%	34%	48%	31%	39%	36%	-	34%	45%	
													a							



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All managers

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Significance Level: 95%																			
Unweighted Total	312	79	44	38	67	64	20	45	87	55	79	46	142	125	90	208	14	54	247
Weighted Total	312	80	44	38	66	64	20	45	86	56	80	46	142	126	91	207	14	55	246
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
It is acceptable to artificially increase profits in the books as long as no money is stolen	209 67%	45 57%	29 66%	28 73%	46 69%	49 76%	12 60%	33 73%	50 58%	41 74%	46 58%	39 85%	91 64%	85 68%	50 55%	153 74%	6 43%	22 40%	183 74%
					a					b		bdfg				a			a
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	164 53%	31 39%	24 54%	22 58%	35 53%	42 65%	10 50%	26 58%	42 49%	26 47%	38 48%	32 69%	68 48%	70 56%	34 38%	125 60%	5 35%	13 24%	148 60%
					a							bcd			a				a
If we cracked down on every little fiddle we would soon find we had no staff	142 45%	27 34%	16 36%	24 63%	30 45%	36 56%	9 45%	20 45%	33 39%	20 36%	38 48%	30 65%	54 38%	68 54%	31 34%	107 52%	4 29%	11 20%	128 52%
			ab		ab							bcd		bcd		a			a
If we cracked down on every little fiddle we would soon find we had no suppliers	141 45%	34 42%	10 23%	22 57%	29 44%	39 60%	8 39%	18 40%	39 45%	23 41%	38 48%	24 52%	61 43%	62 49%	33 36%	104 50%	5 36%	16 29%	122 50%
		b		b	b	ab									a				a
There is no real difference between fraud and a bit of petty fiddling	141 45%	31 39%	18 41%	21 55%	29 44%	34 53%	7 35%	23 52%	33 38%	30 54%	28 36%	27 58%	63 44%	55 44%	33 37%	105 51%	3 21%	17 31%	118 48%
										d		bd			a				a
Petty fiddling is inevitable in a modern organisation	113 36%	21 26%	12 27%	18 49%	32 48%	25 39%	5 25%	22 49%	24 28%	20 36%	27 34%	20 43%	44 31%	47 37%	25 27%	87 42%	1 7%	12 22%	98 40%
				ab	ab			bf							a				a



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All managers

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	312	90	199	74	20	184	115	69	40	118	249	50
Weighted Total	312	90	199	73	20	184	114	70	40	119	250	49
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
It is acceptable to artificially increase profits in the books as long as no money is stolen	209 67%	46 51%	147 74% a	59 81%	2 10%	123 66%	77 67%	46 65%	30 75%	76 64%	166 67%	34 70%
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	164 53%	34 37%	118 60% a	50 69%	2 10%	95 52%	61 53%	34 49%	22 55%	58 49%	127 51%	30 61%
If we cracked down on every little fiddle we would soon find we had no staff	142 45%	26 28%	103 52% a	41 57%	2 10%	89 48%	54 48%	34 49%	17 43%	52 44%	112 45%	23 47%
If we cracked down on every little fiddle we would soon find we had no suppliers	141 45%	31 34%	97 49% a	40 55%	1 5%	90 49%	55 48%	35 50%	16 40%	49 41%	117 47%	16 33%
There is no real difference between fraud and a bit of petty fiddling	141 45%	35 39%	92 46%	32 43%	1 5%	80 43%	51 45%	28 41%	22 55%	50 42%	113 45%	21 42%
Petty fiddling is inevitable in a modern organisation	113 36%	23 26%	79 40% a	34 47%	1 5%	70 38%	52 45% c	18 26%	15 38%	41 34%	84 34%	25 51% b

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Petty fiddling is inevitable in a modern organisation

BASE: All managers

		Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	*b	a	b	
Significance Level: 95%																				
Unweighted Total		312	206	106	-	88	152	72	-	128	140	44	257	55	109	203	312	-	253	59
Weighted Total		312	208	105	-	89	155	68	-	132	136	44	259	53	110	202	312	-	254	58
		100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%
Strongly agree	(5.0)	17	13	4	-	11	4	1	-	9	6	1	13	3	8	8	17	-	15	2
		5%	6%	4%	-	13%	3%	1%	-	7%	4%	2%	5%	6%	8%	4%	5%	-	6%	3%
						bc														
Tend to agree	(4.0)	101	67	34	-	25	54	22	-	39	51	11	87	14	36	65	101	-	84	17
		32%	33%	32%	-	28%	35%	32%	-	30%	38%	25%	34%	26%	33%	32%	32%	-	33%	29%
Neither agree nor disagree	(3.0)	79	52	27	-	23	41	15	-	34	31	13	71	8	30	48	79	-	67	11
		25%	25%	25%	-	26%	26%	21%	-	26%	23%	29%	27%	15%	28%	24%	25%	-	27%	19%
Tend to disagree	(2.0)	51	36	16	-	14	23	14	-	18	23	10	39	12	18	34	51	-	35	16
		16%	17%	15%	-	16%	15%	20%	-	14%	17%	23%	15%	23%	16%	17%	16%	-	14%	28%
																			a	
Strongly disagree	(1.0)	62	38	24	-	15	32	15	-	30	24	7	48	14	16	46	62	-	52	10
		20%	18%	23%	-	17%	20%	22%	-	23%	18%	16%	19%	26%	15%	23%	20%	-	20%	17%
Don't know		3	2	1	-	-	1	2	-	-	1	2	-	3	1	2	3	-	1	2
		1%	1%	1%	-	-	1%	3%	-	-	1%	4%	-	5%	1%	1%	1%	-	*	3%
											a		a						a	a
Net: Agree		118	80	38	-	37	58	23	-	48	57	12	101	17	45	73	118	-	99	19
		38%	39%	36%	-	41%	37%	34%	-	37%	42%	27%	39%	32%	41%	36%	38%	-	39%	32%
Net: Disagree		113	74	39	-	29	55	29	-	49	47	17	87	26	34	79	113	-	87	26
		36%	36%	38%	-	33%	35%	42%	-	37%	34%	39%	34%	48%	31%	39%	36%	-	34%	45%
												a								
Mean Score		2.87	2.91	2.79	-	3.04	2.84	2.70	-	2.84	2.94	2.73	2.92	2.62	3.03	2.78	2.87	-	2.90	2.72
Standard Deviation		1.222	1.217	1.233	-	1.286	1.190	1.197	-	1.278	1.202	1.110	1.200	1.314	1.185	1.236	1.222	-	1.231	1.178
Standard Error		.070	.085	.120	-	.137	.097	.143	-	.113	.102	.171	.075	.182	.114	.087	.070	-	.078	.156
Error variance		*	.01	.01	-	.02	.01	.02	-	.01	.01	.03	.01	.03	.01	.01	*	-	.01	.02



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Petty fiddling is inevitable in a modern organisation

BASE: All managers

	Total	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
		Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	*c	a	b
Significance Level: 95%																			
Unweighted Total	312	79	44	38	67	64	20	45	87	55	79	46	142	125	90	208	14	54	247
Weighted Total	312	80	44	38	66	64	20	45	86	56	80	46	142	126	91	207	14	55	246
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	17 5%	4 5%	5 12%	1 3%	5 8%	- -	1 5%	2 5%	3 4%	3 6%	7 9%	1 2%	6 4%	8 7%	14 15%	3 1%	- -	11 21%	5 2%
Tend to agree (4.0)	101 32%	31 39%	14 32%	9 24%	17 26%	21 33%	9 44%	10 22%	36 41%	16 30%	24 30%	15 32%	52 37%	39 31%	36 40%	60 29%	5 35%	20 37%	79 32%
Neither agree nor disagree (3.0)	79 25%	24 29%	13 30%	9 24%	11 16%	18 28%	4 20%	9 20%	23 27%	16 29%	20 25%	10 22%	39 27%	31 24%	16 18%	54 26%	8 57%	11 20%	62 25%
Tend to disagree (2.0)	51 16%	15 19%	3 7%	7 18%	12 18%	12 18%	3 16%	14 31%	9 10%	9 16%	14 18%	6 12%	18 13%	20 16%	14 15%	38 18%	- -	5 9%	44 18%
Strongly disagree (1.0)	62 20%	6 7%	9 20%	12 31%	20 30%	13 21%	2 10%	8 18%	15 18%	11 20%	13 16%	14 31%	26 19%	27 22%	11 12%	50 24%	1 7%	7 13%	54 22%
Don't know	3 1%	- -	- -	- -	2 3%	- -	1 5%	2 4%	- -	- -	1 1%	- -	- -	1 1%	- -	3 1%	- -	- -	3 1%
Net: Agree	118 38%	35 44%	19 43%	10 27%	22 34%	21 33%	10 49%	12 27%	39 45%	20 35%	31 39%	16 35%	58 41%	47 38%	50 55%	63 30%	5 35%	32 58%	84 34%
Net: Disagree	113 36%	21 26%	12 27%	18 49%	32 48%	25 39%	5 25%	22 49%	24 28%	20 36%	27 34%	20 43%	44 31%	47 37%	25 27%	87 42%	1 7%	12 22%	98 40%
Mean Score	2.87	3.16 cde	3.07 c	2.50	2.62	2.74	3.21	2.64	3.02	2.85	2.98	2.63	2.96	2.85	3.31 b	2.65	3.21	3.44 b	2.74
Standard Deviation	1.222	1.033	1.304	1.247	1.379	1.134	1.128	1.178	1.182	1.216	1.240	1.290	1.194	1.265	1.245	1.182	.805	1.287	1.188
Standard Error	.070	.116	.197	.202	.171	.142	.259	.180	.127	.164	.140	.190	.100	.114	.131	.083	.215	.175	.076
Error variance	*	.01	.04	.04	.03	.02	.07	.03	.02	.03	.02	.04	.01	.01	.02	.01	.05	.03	.01



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Petty fiddling is inevitable in a modern organisation

BASE: All managers

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	312	90	199	74	20	184	115	69	40	118	249	50
Weighted Total	312	90	199	73	20	184	114	70	40	119	250	49
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	17	3	1	5	14	10	3	1	8	16	-
		5%	2%	1%	25%	7%	9%	4%	3%	7%	6%	-
			b									
Tend to agree	(4.0)	101	66	10	10	62	26	35	15	39	89	12
		32%	33%	13%	49%	33%	23%	51%	37%	33%	36%	25%
								ab				
Neither agree nor disagree	(3.0)	79	48	26	4	38	25	13	9	28	59	11
		25%	24%	36%	21%	21%	22%	19%	23%	24%	24%	23%
Tend to disagree	(2.0)	51	40	11	-	28	19	9	8	17	33	16
		16%	20%	16%	-	15%	17%	13%	20%	14%	13%	32%
			a									ab
Strongly disagree	(1.0)	62	39	23	1	42	32	9	7	24	51	9
		20%	20%	31%	5%	23%	28%	13%	18%	20%	20%	18%
							c					
Don't know		3	3	2	-	1	1	-	-	2	2	1
		1%	1%	3%	-	1%	1%	-	-	2%	1%	2%
Net: Agree		118	69	11	15	75	36	39	16	47	104	12
		38%	35%	15%	75%	41%	32%	55%	40%	40%	42%	25%
			b					ab			c	
Net: Disagree		113	79	34	1	70	52	18	15	41	84	25
		36%	40%	47%	5%	38%	45%	26%	38%	34%	34%	51%
			a				c					b
Mean Score	2.87	3.22	2.77	2.37	3.91	2.87	2.67	3.21	2.87	2.92	2.94	2.55
								b			c	
Standard Deviation	1.222	1.300	1.162	1.117	.959	1.298	1.349	1.144	1.186	1.260	1.251	1.077
Standard Error	.070	.137	.083	.132	.214	.096	.126	.138	.188	.117	.080	.154
Error variance	*	.02	.01	.02	.05	.01	.02	.02	.04	.01	.01	.02

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no staff

BASE: All managers

	Total	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	*b	a	b	
Significance Level: 95%																				
Unweighted Total	312	206	106	-	88	152	72	-	128	140	44	257	55	109	203	312	-	253	59	
Weighted Total	312	208	105	-	89	155	68	-	132	136	44	259	53	110	202	312	-	254	58	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	
Strongly agree	(5.0)	25	12	13	-	10	12	2	-	14	8	3	19	6	13	11	25	-	24	1
		8%	6%	13%	-	12%	8%	3%	-	10%	6%	7%	7%	11%	12%	6%	8%	-	9%	2%
				a		c								b						
Tend to agree	(4.0)	71	52	19	-	25	27	19	-	22	41	8	62	9	25	46	71	-	60	12
		23%	25%	18%	-	28%	18%	28%	-	17%	30%	18%	24%	17%	23%	23%	23%	-	24%	20%
										a										
Neither agree nor disagree	(3.0)	68	44	24	-	26	30	12	-	32	27	8	58	10	27	41	68	-	53	15
		22%	21%	23%	-	30%	19%	17%	-	25%	20%	18%	22%	18%	25%	20%	22%	-	21%	26%
Tend to disagree	(2.0)	65	46	18	-	13	37	15	-	23	29	13	52	12	21	44	65	-	51	14
		21%	22%	18%	-	15%	24%	22%	-	17%	21%	29%	20%	23%	19%	22%	21%	-	20%	24%
Strongly disagree	(1.0)	77	50	26	-	14	46	17	-	39	29	9	64	13	21	56	77	-	63	14
		25%	24%	25%	-	16%	30%	25%	-	29%	21%	21%	25%	24%	19%	28%	25%	-	25%	24%
						a														
Don't know		7	3	4	-	-	3	4	-	2	2	3	3	4	3	4	7	-	4	3
		2%	1%	4%	-	-	2%	6%	-	2%	1%	6%	1%	7%	3%	2%	2%	-	2%	5%
								a					a							
Net: Agree		96	64	32	-	35	40	21	-	36	49	11	81	15	38	58	96	-	83	13
		31%	31%	31%	-	40%	26%	31%	-	27%	36%	25%	31%	28%	35%	29%	31%	-	33%	22%
						b														
Net: Disagree		142	97	45	-	27	82	32	-	61	58	22	117	25	42	100	142	-	114	28
		45%	47%	43%	-	30%	53%	47%	-	47%	43%	50%	45%	47%	38%	49%	45%	-	45%	48%
						a		a												
Mean Score		2.68	2.65	2.74	-	3.05	2.50	2.59	-	2.61	2.77	2.58	2.68	2.66	2.89	2.56	2.68	-	2.72	2.49
						bc									b					
Standard Deviation		1.295	1.256	1.376	-	1.241	1.308	1.251	-	1.350	1.258	1.249	1.284	1.364	1.309	1.276	1.295	-	1.324	1.146
Standard Error		.074	.088	.136	-	.132	.107	.152	-	.120	.107	.195	.081	.191	.127	.090	.074	-	.084	.153
Error variance		.01	.01	.02	-	.02	.01	.02	-	.01	.01	.04	.01	.04	.02	.01	.01	-	.01	.02



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no staff

BASE: All managers

	Total	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
		Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Unweighted Total	312	79	44	38	67	64	20	45	87	55	79	46	142	125	90	208	14	54	247
Weighted Total	312	80	44	38	66	64	20	45	86	56	80	46	142	126	91	207	14	55	246
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	25 8%	5 6%	7 16%	- -	9 14%	3 5%	- -	1 2%	6 7%	3 5%	11 14%	3 7%	9 7%	14 11%	18 19%	7 3%	- -	13 25%	11 5%
Tend to agree (4.0)	71 23%	26 32%	11 25%	8 21%	10 15%	10 16%	7 34%	11 24%	23 27%	15 27%	14 18%	8 17%	38 27%	22 17%	22 24%	44 21%	5 35%	15 27%	51 21%
Neither agree nor disagree (3.0)	68 22%	21 27%	9 20%	5 14%	15 22%	15 24%	2 10%	10 22%	23 27%	15 28%	14 18%	5 11%	39 27%	19 15%	19 21%	44 21%	4 28%	14 26%	51 21%
Tend to disagree (2.0)	65 21%	10 13%	8 18%	9 24%	13 19%	20 31%	5 26%	10 22%	15 17%	10 18%	22 28%	8 17%	25 18%	30 24%	14 15%	49 24%	2 14%	5 9%	58 23%
Strongly disagree (1.0)	77 25%	17 22%	8 18%	15 39%	17 25%	16 25%	4 19%	10 23%	18 21%	10 18%	16 20%	22 48%	29 20%	38 30%	17 19%	58 28%	2 15%	6 11%	71 29%
Don't know	7 2%	- -	1 2%	1 3%	3 4%	- -	2 10%	3 6%	- -	2 4%	2 2%	- -	2 1%	2 2%	1 1%	5 2%	1 7%	1 2%	5 2%
Net: Agree	96 31%	31 39%	18 41%	8 21%	19 29%	13 20%	7 34%	12 26%	30 34%	18 33%	25 32%	11 24%	48 34%	36 29%	39 44%	51 25%	5 35%	28 52%	63 25%
Net: Disagree	142 45%	27 34%	16 36%	24 63%	30 45%	36 56%	9 45%	20 45%	33 39%	20 36%	38 48%	30 65%	54 38%	68 54%	31 34%	107 52%	4 29%	11 20%	128 52%
Mean Score	2.68	2.89	3.03	2.16	2.72	2.44	2.67	2.58	2.81	2.83	2.77	2.18	2.82	2.55	3.10	2.48	2.91	3.46	2.48
Standard Deviation	1.295	1.258	1.374	1.189	1.397	1.166	1.226	1.194	1.253	1.203	1.358	1.377	1.230	1.390	1.397	1.214	1.121	1.286	1.243
Standard Error	.074	.141	.210	.195	.175	.146	.289	.184	.134	.165	.155	.203	.104	.125	.148	.085	.311	.177	.080
Error variance	.01	.02	.04	.04	.03	.02	.08	.03	.02	.03	.02	.04	.01	.02	.02	.01	.10	.03	.01



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no staff

BASE: All managers

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	312	90	199	74	20	184	115	69	40	118	249	50
Weighted Total	312	90	199	73	20	184	114	70	40	119	250	49
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	25 8%	16 18%	7 4%	2 3%	7 35%	21 11%	15 13%	5 7%	1 3%	15 13%	25 10%	- -
		b								c	c	
Tend to agree (4.0)	71 23%	24 26%	45 23%	3 4%	8 40%	38 21%	21 18%	17 25%	13 32%	24 20%	59 24%	12 25%
Neither agree nor disagree (3.0)	68 22%	24 26%	38 19%	22 30%	3 15%	35 19%	22 19%	13 19%	8 20%	24 21%	52 21%	12 25%
Tend to disagree (2.0)	65 21%	11 12%	48 24%	17 23%	- -	34 18%	16 14%	18 26%	7 18%	21 18%	46 18%	16 32%
			a					b				ab
Strongly disagree (1.0)	77 25%	15 16%	55 28%	25 34%	2 10%	55 30%	39 34%	16 23%	10 25%	31 26%	66 26%	7 14%
Don't know	7 2%	1 1%	5 2%	5 7%	- -	2 1%	2 2%	- -	1 3%	3 2%	3 1%	2 4%
Net: Agree	96 31%	40 45%	53 26%	5 6%	15 75%	59 32%	36 32%	22 32%	14 34%	39 33%	84 33%	12 25%
		b										
Net: Disagree	142 45%	26 28%	103 52%	41 57%	2 10%	89 48%	54 48%	34 49%	17 43%	52 44%	112 45%	23 47%
			a									
Mean Score	2.68	3.18 b	2.49	2.13	3.91	2.65	2.63	2.67	2.68	2.75	2.72	2.63
Standard Deviation	1.295	1.329	1.232	1.056	1.205	1.391	1.461	1.280	1.262	1.396	1.348	1.039
Standard Error	.074	.141	.088	.127	.269	.103	.137	.154	.202	.130	.086	.150
Error variance	.01	.02	.01	.02	.07	.01	.02	.02	.04	.02	.01	.02



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no suppliers

BASE: All managers

	Total	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	*b	a	b	
Significance Level: 95%																				
Unweighted Total	312	206	106	-	88	152	72	-	128	140	44	257	55	109	203	312	-	253	59	
Weighted Total	312	208	105	-	89	155	68	-	132	136	44	259	53	110	202	312	-	254	58	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	
Strongly agree	(5.0)	21	12	9	-	14	4	3	-	12	10	-	16	5	8	13	21	-	21	-
		7%	6%	9%	-	16%	3%	4%	-	9%	7%	-	6%	9%	7%	7%	7%	-	8%	-
					bc					c									b	
Tend to agree	(4.0)	66	50	16	-	19	35	12	-	28	27	11	57	9	26	39	66	-	56	10
		21%	24%	15%	-	22%	23%	17%	-	21%	20%	25%	22%	17%	24%	19%	21%	-	22%	17%
Neither agree nor disagree	(3.0)	72	45	27	-	24	34	14	-	27	34	11	58	14	26	46	72	-	52	20
		23%	22%	26%	-	27%	22%	20%	-	20%	25%	25%	23%	25%	23%	23%	23%	-	21%	34%
																			a	
Tend to disagree	(2.0)	68	45	23	-	18	30	20	-	25	35	9	58	10	20	48	68	-	54	15
		22%	22%	22%	-	20%	20%	29%	-	19%	26%	20%	22%	19%	18%	24%	22%	-	21%	25%
Strongly disagree	(1.0)	73	53	20	-	9	48	16	-	37	24	12	63	10	25	48	73	-	64	9
		23%	26%	19%	-	10%	31%	24%	-	28%	18%	28%	25%	18%	23%	24%	23%	-	25%	15%
						a	a	a		b										
Don't know		12	2	10	-	4	4	4	-	4	7	1	6	6	5	7	12	-	7	5
		4%	1%	9%	-	4%	3%	6%	-	3%	5%	2%	2%	11%	4%	3%	4%	-	3%	8%
				a									a						a	
Net: Agree		87	62	25	-	34	39	15	-	40	37	11	73	14	35	53	87	-	77	10
		28%	30%	24%	-	38%	25%	21%	-	30%	27%	25%	28%	27%	31%	26%	28%	-	30%	17%
						bc													b	
Net: Disagree		141	98	43	-	27	78	36	-	61	59	21	121	20	45	97	141	-	118	24
		45%	47%	41%	-	31%	50%	53%	-	47%	43%	48%	47%	37%	41%	48%	45%	-	46%	41%
						a	a	a												
Mean Score		2.65	2.62	2.70	-	3.14	2.45	2.46	-	2.63	2.72	2.48	2.62	2.79	2.74	2.60	2.65	-	2.66	2.58
						bc														
Standard Deviation		1.259	1.268	1.244	-	1.242	1.231	1.185	-	1.343	1.205	1.171	1.257	1.274	1.284	1.246	1.259	-	1.311	.987
Standard Error		.073	.089	.127	-	.136	.101	.144	-	.121	.104	.179	.079	.182	.126	.089	.073	-	.084	.134
Error variance		.01	.01	.02	-	.02	.01	.02	-	.01	.01	.03	.01	.03	.02	.01	.01	-	.01	.02



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no suppliers

BASE: All managers

	Total	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
		Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b	
Significance Level: 95%																				
Unweighted Total	312	79	44	38	67	64	20	45	87	55	79	46	142	125	90	208	14	54	247	
Weighted Total	312	80	44	38	66	64	20	45	86	56	80	46	142	126	91	207	14	55	246	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Strongly agree (5.0)	21 7%	3 4%	3 7%	- -	12 19%	2 3%	1 5%	1 2%	8 9%	2 4%	9 11%	1 2%	10 7%	10 8%	13 15%	8 4%	- -	11 21%	10 4%	
Tend to agree (4.0)	66 21%	19 24%	13 30%	6 16%	10 15%	11 18%	6 30%	9 20%	17 20%	14 26%	17 22%	8 17%	31 22%	25 20%	26 28%	38 18%	2 14%	14 26%	50 20%	
Neither agree nor disagree (3.0)	72 23%	24 30%	15 33%	8 21%	10 16%	11 18%	3 15%	13 28%	21 24%	14 26%	12 15%	12 27%	35 25%	24 19%	18 20%	48 23%	6 43%	11 20%	55 22%	
Tend to disagree (2.0)	68 22%	19 24%	5 11%	10 26%	14 22%	16 25%	4 20%	11 24%	20 23%	12 21%	20 25%	6 13%	32 22%	26 21%	12 13%	54 26%	2 14%	10 18%	56 23%	
Strongly disagree (1.0)	73 23%	14 18%	5 12%	12 32%	15 23%	23 36%	4 20%	7 16%	19 22%	11 20%	18 23%	18 39%	30 21%	36 29%	21 23%	49 24%	3 22%	6 11%	66 27%	
Don't know	12 4%	- -	3 7%	2 5%	4 6%	1 2%	2 10%	4 9%	2 2%	2 4%	3 4%	1 2%	4 3%	4 3%	1 1%	10 5%	1 7%	2 4%	9 4%	
Net: Agree	87 28%	22 28%	16 37%	6 16%	23 34%	13 20%	7 35%	10 23%	25 29%	16 30%	27 33%	9 19%	42 29%	36 28%	39 43%	46 22%	2 14%	26 47%	60 24%	
Net: Disagree	141 45%	34 42%	10 23%	22 57%	29 44%	39 60%	8 39%	18 40%	39 45%	23 41%	38 48%	24 52%	61 43%	62 49%	33 36%	104 50%	5 36%	16 29%	122 50%	
Mean Score	2.65	2.72	3.10	2.23	2.85	2.26	2.79	2.66	2.72	2.71	2.73	2.29	2.72	2.57	2.99	2.50	2.54	3.29	2.50	
Standard Deviation	1.259	1.132	1.123	1.103	1.468	1.216	1.307	1.091	1.285	1.192	1.364	1.237	1.245	1.330	1.401	1.176	1.057	1.319	1.219	
Standard Error	.073	.127	.175	.184	.185	.153	.308	.170	.139	.164	.156	.184	.106	.121	.149	.084	.293	.183	.079	
Error variance	.01	.02	.03	.03	.03	.02	.09	.03	.02	.03	.02	.03	.01	.01	.02	.01	.09	.03	.01	



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no suppliers

BASE: All managers

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	312	90	199	74	20	184	115	69	40	118	249	50
Weighted Total	312	90	199	73	20	184	114	70	40	119	250	49
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	21 7%	15 17%	6 3%	1 1%	7 35%	18 10%	10 9%	8 12%	- -	10 9%	20 8%	1 2%
		b				d		d				
Tend to agree (4.0)	66 21%	25 28%	38 19%	7 10%	7 35%	44 24%	24 21%	20 28%	7 17%	30 25%	57 23%	9 18%
Neither agree nor disagree (3.0)	72 23%	17 19%	49 24%	20 27%	5 25%	28 15%	21 18%	7 10%	13 32%	25 21%	48 19%	20 40%
									ac			ab
Tend to disagree (2.0)	68 22%	18 19%	45 22%	15 21%	- -	37 20%	19 17%	18 26%	6 15%	22 18%	53 21%	12 24%
Strongly disagree (1.0)	73 23%	13 14%	52 26%	25 34%	1 5%	53 29%	36 31%	17 24%	10 25%	27 23%	64 26%	4 8%
			a							c	c	
Don't know	12 4%	2 2%	9 4%	5 7%	- -	4 2%	4 3%	- -	4 10%	5 4%	7 3%	4 8%
									ac			
Net: Agree	87 28%	41 45%	44 22%	8 11%	14 70%	62 34%	35 30%	28 40%	7 17%	40 34%	78 31%	10 20%
		b				d		d				
Net: Disagree	141 45%	31 34%	97 49%	40 55%	1 5%	90 49%	55 48%	35 50%	16 40%	49 41%	117 47%	16 33%
			a									
Mean Score	2.65	3.14	2.48	2.17	3.96	2.65	2.58	2.77	2.46	2.77	2.66	2.79
		b										
Standard Deviation	1.259	1.330	1.184	1.092	1.037	1.387	1.380	1.400	1.109	1.312	1.316	.939
Standard Error	.073	.142	.086	.132	.232	.103	.131	.169	.185	.123	.085	.138
Error variance	.01	.02	.01	.02	.05	.01	.02	.03	.03	.02	.01	.02



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling

BASE: All managers

	Total	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
Significance Level: 95%		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	*b	a	b	
Unweighted Total	312	206	106	-	88	152	72	-	128	140	44	257	55	109	203	312	-	253	59	
Weighted Total	312	208	105	-	89	155	68	-	132	136	44	259	53	110	202	312	-	254	58	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	
Strongly agree	(5.0)	22	17	6	-	13	7	2	-	9	13	1	20	2	8	14	22	-	21	1
		7%	8%	6%	-	15%	5%	3%	-	6%	9%	2%	8%	4%	7%	7%	7%	-	8%	2%
						bc														
Tend to agree	(4.0)	61	38	23	-	21	34	6	-	27	28	6	54	7	21	41	61	-	52	9
		20%	18%	22%	-	24%	22%	9%	-	21%	20%	14%	21%	13%	19%	20%	20%	-	20%	16%
						c	c													
Neither agree nor disagree	(3.0)	62	41	21	-	23	21	17	-	23	29	10	49	13	26	35	62	-	51	10
		20%	20%	20%	-	26%	14%	25%	-	17%	21%	23%	19%	24%	24%	17%	20%	-	20%	18%
						b		b												
Tend to disagree	(2.0)	79	49	29	-	16	42	21	-	33	30	16	62	16	28	51	79	-	57	22
		25%	24%	28%	-	18%	27%	31%	-	25%	22%	36%	24%	31%	26%	25%	25%	-	22%	37%
																			a	
Strongly disagree	(1.0)	85	61	25	-	15	48	22	-	39	36	10	72	13	26	60	85	-	71	15
		27%	29%	24%	-	17%	31%	32%	-	30%	26%	23%	28%	25%	24%	29%	27%	-	28%	26%
						a	a													
Don't know		3	2	1	-	-	2	1	-	1	1	1	1	2	1	2	3	-	2	1
		1%	1%	1%	-	-	1%	1%	-	1%	1%	2%	*	4%	1%	1%	1%	-	1%	2%
													a							
Net: Agree		84	55	29	-	34	41	8	-	36	41	7	75	9	29	55	84	-	73	10
		27%	26%	28%	-	39%	27%	11%	-	27%	30%	16%	29%	17%	26%	27%	27%	-	29%	18%
						c	c													
Net: Disagree		164	110	54	-	31	90	43	-	72	66	26	134	30	54	110	164	-	128	37
		53%	53%	52%	-	35%	58%	62%	-	55%	48%	59%	52%	56%	49%	54%	53%	-	50%	63%
						a	a													
Mean Score		2.54	2.51	2.58	-	3.01	2.41	2.19	-	2.48	2.65	2.35	2.57	2.38	2.61	2.50	2.54	-	2.59	2.30
						bc														
Standard Deviation		1.279	1.305	1.232	-	1.311	1.272	1.076	-	1.293	1.324	1.076	1.306	1.133	1.247	1.298	1.279	-	1.316	1.083
Standard Error		.073	.091	.120	-	.140	.104	.128	-	.115	.112	.164	.082	.156	.120	.092	.073	-	.083	.142
Error variance		.01	.01	.01	-	.02	.01	.02	-	.01	.01	.03	.01	.02	.01	.01	.01	-	.01	.02



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling

BASE: All managers

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Significance Level: 95%																			
Unweighted Total	312	79	44	38	67	64	20	45	87	55	79	46	142	125	90	208	14	54	247
Weighted Total	312	80	44	38	66	64	20	45	86	56	80	46	142	126	91	207	14	55	246
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	22 7%	8 10%	3 7%	2 5%	4 6%	2 3%	3 15%	2 4%	5 6%	2 4%	11 14%	2 5%	7 5%	13 11%	12 14%	10 5%	- -	11 21%	11 4%
Tend to agree (4.0)	61 20%	17 22%	12 28%	6 16%	15 23%	5 8%	5 26%	8 18%	19 23%	10 18%	17 22%	6 13%	30 21%	23 19%	22 24%	33 16%	6 42%	15 27%	45 18%
Neither agree nor disagree (3.0)	62 20%	23 28%	5 12%	7 18%	11 16%	15 24%	1 5%	8 17%	18 21%	17 31%	12 15%	6 13%	36 25%	18 14%	21 23%	37 18%	3 22%	16 29%	40 16%
Tend to disagree (2.0)	79 25%	17 22%	11 25%	7 18%	14 21%	24 37%	6 30%	17 37%	22 26%	14 25%	16 20%	10 22%	36 25%	26 21%	18 20%	57 27%	4 28%	5 9%	71 29%
Strongly disagree (1.0)	85 27%	14 17%	13 29%	15 39%	22 33%	18 28%	4 20%	9 21%	20 23%	12 21%	22 28%	22 48%	32 23%	44 35%	17 18%	68 33%	1 7%	8 15%	77 31%
Don't know	3 1%	- -	- -	1 3%	1 1%	- -	1 5%	1 2%	1 1%	- -	1 1%	- -	1 1%	1 1%	1 1%	2 1%	- -	- -	3 1%
Net: Agree	84 27%	26 32%	15 35%	8 21%	19 29%	7 11%	8 41%	10 23%	25 28%	12 22%	29 36%	8 18%	37 26%	37 29%	34 38%	43 21%	6 42%	26 47%	56 23%
Net: Disagree	164 53%	31 39%	24 54%	22 58%	35 53%	42 65%	10 50%	26 58%	42 49%	26 47%	38 48%	32 69%	68 48%	70 56%	34 38%	125 60%	5 35%	13 24%	148 60%
Mean Score	2.54	2.86	2.58	2.28	2.49	2.20	2.85	2.47	2.61	2.58	2.74	2.05	2.60	2.49	2.95	2.32	3.00	3.30	2.35
Standard Deviation	1.279	1.246	1.357	1.303	1.339	1.040	1.456	1.157	1.243	1.133	1.441	1.255	1.196	1.410	1.326	1.226	1.034	1.317	1.227
Standard Error	.073	.140	.205	.214	.165	.130	.334	.174	.134	.153	.163	.185	.101	.127	.141	.085	.276	.179	.079
Error variance	.01	.02	.04	.05	.03	.02	.11	.03	.02	.02	.03	.03	.01	.02	.02	.01	.08	.03	.01



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling

BASE: All managers

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	312	90	199	74	20	184	115	69	40	118	249	50
Weighted Total	312	90	199	73	20	184	114	70	40	119	250	49
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	22 7%	16 18% b	6 3%	- -	7 35%	17 9%	9 8%	8 12%	2 5%	12 10% c	22 9% c	- -
Tend to agree (4.0)	61 20%	23 25%	35 17%	5 7%	9 45%	42 23%	17 15%	25 35% abd	5 12%	26 22%	55 22%	6 12%
Neither agree nor disagree (3.0)	62 20%	18 20%	37 19%	17 23%	2 10%	28 15% c	25 21% c	3 4%	11 27% c	20 17%	42 17%	13 27%
Tend to disagree (2.0)	79 25%	20 22%	54 27%	18 25%	- -	40 22%	24 21%	16 23%	10 25%	24 20%	55 22%	21 42% ab
Strongly disagree (1.0)	85 27%	13 15%	65 33% a	32 43%	2 10%	55 30%	37 33%	18 26%	12 30%	34 28%	72 29%	9 18%
Don't know	3 1%	- -	2 1%	1 1%	- -	2 1%	2 2%	- -	- -	2 2%	3 1%	- -
Net: Agree	84 27%	39 43% b	41 21%	5 7%	16 80%	59 32%	27 23%	33 47% abd	7 18%	39 33% c	78 31% c	6 12%
Net: Disagree	164 53%	34 37%	118 60% a	50 69%	2 10%	95 52%	61 53%	34 49%	22 55%	58 49%	127 51%	30 61%
Mean Score	2.54	3.09 b	2.31	1.94	3.95	2.59	2.44	2.84	2.37	2.65	2.60	2.33
Standard Deviation	1.279	1.342	1.190	.986	1.183	1.374	1.316	1.440	1.201	1.380	1.351	.925
Standard Error	.073	.141	.085	.115	.265	.102	.124	.173	.190	.128	.086	.131
Error variance	.01	.02	.01	.01	.07	.01	.02	.03	.04	.02	.01	.02



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - There is no real difference between fraud and a bit of petty fiddling

BASE: All managers

	Total	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	*b	a	b	
Significance Level: 95%																				
Unweighted Total	312	206	106	-	88	152	72	-	128	140	44	257	55	109	203	312	-	253	59	
Weighted Total	312	208	105	-	89	155	68	-	132	136	44	259	53	110	202	312	-	254	58	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	
Strongly agree	(5.0)	30	21	9	-	6	18	6	-	11	15	4	28	2	12	18	30	-	28	2
		10%	10%	9%	-	7%	12%	9%	-	9%	11%	9%	11%	4%	11%	9%	10%	-	11%	4%
Tend to agree	(4.0)	79	58	21	-	24	38	17	-	28	39	12	64	14	21	57	79	-	66	12
		25%	28%	20%	-	27%	24%	24%	-	21%	28%	27%	25%	27%	19%	28%	25%	-	26%	21%
Neither agree nor disagree	(3.0)	57	38	20	-	21	29	8	-	24	28	6	49	8	23	34	57	-	49	8
		18%	18%	19%	-	24%	18%	11%	-	18%	20%	13%	19%	15%	21%	17%	18%	-	19%	14%
Tend to disagree	(2.0)	74	47	28	-	22	33	19	-	30	31	13	63	11	24	50	74	-	51	23
		24%	22%	27%	-	25%	21%	28%	-	23%	23%	30%	24%	21%	22%	25%	24%	-	20%	39%
Strongly disagree	(1.0)	67	43	23	-	14	35	18	-	35	22	9	52	15	25	42	67	-	55	12
		21%	21%	22%	-	16%	22%	26%	-	27%	16%	21%	20%	28%	23%	21%	21%	-	22%	20%
Don't know		5	1	4	-	1	3	1	-	3	2	-	2	3	4	1	5	-	4	1
		2%	1%	4%	-	1%	2%	1%	-	2%	1%	-	1%	6%	4%	*	2%	-	2%	2%
Net: Agree		109	79	30	-	30	56	22	-	39	53	16	92	16	33	76	109	-	94	14
		35%	38%	29%	-	34%	36%	33%	-	30%	39%	36%	36%	31%	30%	37%	35%	-	37%	25%
Net: Disagree		141	90	51	-	37	67	37	-	65	53	22	115	26	49	92	141	-	106	35
		45%	43%	49%	-	41%	43%	54%	-	50%	39%	50%	44%	49%	45%	45%	45%	-	42%	60%
Mean Score	2.78	2.84	2.65	-	2.84	2.82	2.60	-	2.61	2.94	2.74	2.82	2.54	2.73	2.80	2.78	-	2.84	2.47	
Standard Deviation	1.309	1.319	1.287	-	1.202	1.354	1.346	-	1.331	1.274	1.320	1.309	1.301	1.329	1.302	1.309	-	1.335	1.155	
Standard Error	.075	.092	.127	-	.129	.111	.160	-	.119	.108	.199	.082	.180	.130	.092	.075	-	.085	.152	
Error variance	.01	.01	.02	-	.02	.01	.03	-	.01	.01	.04	.01	.03	.02	.01	.01	-	.01	.02	



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - There is no real difference between fraud and a bit of petty fiddling

BASE: All managers

	Total	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
		Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Significance Level: 95%																			
Unweighted Total	312	79	44	38	67	64	20	45	87	55	79	46	142	125	90	208	14	54	247
Weighted Total	312	80	44	38	66	64	20	45	86	56	80	46	142	126	91	207	14	55	246
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	30 10%	6 8%	7 16%	4 11%	5 8%	7 11%	1 5%	2 5%	9 10%	2 4%	12 15%	5 11%	11 8%	17 14%	11 12%	19 9%	- -	6 11%	24 10%
Tend to agree (4.0)	79 25%	24 30%	7 15%	10 26%	21 31%	12 19%	5 25%	10 24%	30 35%	11 20%	19 24%	8 18%	41 29%	27 22%	28 31%	45 22%	5 36%	15 28%	61 25%
Neither agree nor disagree (3.0)	57 18%	17 22%	12 28%	2 5%	8 12%	11 17%	7 35%	8 18%	15 17%	11 20%	17 21%	6 13%	26 18%	23 18%	16 18%	35 17%	6 43%	14 26%	40 16%
Tend to disagree (2.0)	74 24%	16 20%	13 30%	12 32%	13 19%	16 25%	4 20%	15 34%	15 17%	15 27%	16 21%	13 28%	30 21%	29 23%	13 15%	58 28%	3 21%	11 21%	59 24%
Strongly disagree (1.0)	67 21%	15 19%	5 12%	9 24%	17 25%	18 28%	3 15%	8 18%	18 20%	15 27%	12 15%	14 30%	33 23%	26 21%	20 22%	47 23%	- -	6 11%	59 24%
Don't know	5 2%	1 1%	- -	1 3%	3 5%	- -	- -	1 2%	- -	1 2%	3 4%	- -	1 1%	3 2%	2 2%	3 1%	- -	2 4%	3 1%
Net: Agree	109 35%	30 38%	14 31%	14 37%	26 39%	19 30%	6 30%	13 28%	39 45%	13 24%	31 39%	13 29%	52 37%	44 35%	39 43%	65 31%	5 36%	21 39%	85 35%
Net: Disagree	141 45%	31 39%	18 41%	21 55%	29 44%	34 53%	7 35%	23 52%	33 38%	30 54%	28 36%	27 58%	63 44%	55 44%	33 37%	105 51%	3 21%	17 31%	118 48%
Mean Score	2.78	2.87	2.94	2.68	2.76	2.60	2.85	2.61	2.97	2.45	3.04	2.52	2.77	2.84	2.96	2.67	3.15	3.08	2.72
Standard Deviation	1.309	1.261	1.258	1.397	1.372	1.362	1.130	1.185	1.326	1.209	1.323	1.378	1.303	1.362	1.373	1.302	.764	1.202	1.336
Standard Error	.075	.143	.190	.230	.172	.170	.253	.179	.142	.165	.152	.203	.110	.123	.146	.091	.204	.167	.086
Error variance	.01	.02	.04	.05	.03	.03	.06	.03	.02	.03	.02	.04	.01	.02	.02	.01	.04	.03	.01



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - There is no real difference between fraud and a bit of petty fiddling

BASE: All managers

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Significance Level: 95%												
Unweighted Total	312	90	199	74	20	184	115	69	40	118	249	50
Weighted Total	312	90	199	73	20	184	114	70	40	119	250	49
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	30	9	20	12	4	21	13	8	4	10	26	3
	10%	10%	10%	17%	20%	11%	11%	12%	10%	9%	10%	6%
Tend to agree (4.0)	79	27	49	15	11	48	30	18	8	35	64	15
	25%	30%	24%	21%	54%	26%	26%	26%	20%	30%	26%	30%
Neither agree nor disagree (3.0)	57	16	36	13	3	32	17	15	5	20	42	10
	18%	18%	18%	18%	15%	17%	15%	22%	12%	17%	17%	20%
Tend to disagree (2.0)	74	18	50	13	-	35	21	14	12	26	58	13
	24%	20%	25%	18%	-	19%	18%	20%	30%	22%	23%	26%
Strongly disagree (1.0)	67	17	42	19	1	45	30	14	10	24	55	8
	21%	19%	21%	26%	5%	24%	27%	20%	25%	20%	22%	16%
Don't know	5	3	2	1	1	3	3	-	1	3	4	1
	2%	3%	1%	1%	5%	2%	3%	-	3%	3%	2%	2%
Net: Agree	109	36	68	27	15	69	43	26	12	45	90	18
	35%	40%	34%	37%	74%	38%	38%	38%	30%	38%	36%	36%
Net: Disagree	141	35	92	32	1	80	51	28	22	50	113	21
	45%	39%	46%	43%	5%	43%	45%	41%	55%	42%	45%	42%
Mean Score	2.78	2.92	2.77	2.85	3.89	2.81	2.77	2.89	2.58	2.84	2.79	2.84
Standard Deviation	1.309	1.314	1.309	1.454	.944	1.374	1.408	1.324	1.349	1.305	1.334	1.210
Standard Error	.075	.141	.093	.170	.217	.102	.133	.159	.216	.122	.085	.173
Error variance	.01	.02	.01	.03	.05	.01	.02	.03	.05	.01	.01	.03



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - It is acceptable to artificially increase profits in the books as long as no money is stolen

BASE: All managers

		Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
Significance Level: 95%			a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	*b	a	b
Unweighted Total		312	206	106	-	88	152	72	-	128	140	44	257	55	109	203	312	-	253	59
Weighted Total		312	208	105	-	89	155	68	-	132	136	44	259	53	110	202	312	-	254	58
		100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%
Strongly agree	(5.0)	15	10	5	-	9	6	-	-	7	8	-	12	3	5	10	15	-	14	1
		5%	5%	5%	-	10%	4%	-	-	6%	6%	-	5%	6%	5%	5%	5%	-	6%	2%
						c														
Tend to agree	(4.0)	31	18	14	-	15	13	3	-	12	18	2	28	4	14	17	31	-	30	1
		10%	8%	13%	-	17%	9%	4%	-	9%	13%	5%	11%	7%	13%	9%	10%	-	12%	2%
						c													b	
Neither agree nor disagree	(3.0)	55	36	19	-	24	23	8	-	25	23	7	47	7	21	34	55	-	44	11
		17%	17%	18%	-	27%	15%	11%	-	19%	17%	16%	18%	13%	19%	17%	17%	-	17%	19%
						bc														
Tend to disagree	(2.0)	69	45	24	-	20	31	18	-	26	30	13	56	13	31	38	69	-	54	15
		22%	22%	23%	-	23%	20%	27%	-	19%	22%	29%	22%	24%	29%	19%	22%	-	21%	25%
															b					
Strongly disagree	(1.0)	140	99	41	-	19	81	40	-	62	56	22	115	25	38	102	140	-	111	29
		45%	48%	39%	-	22%	52%	58%	-	47%	41%	50%	45%	46%	34%	51%	45%	-	43%	51%
						a	a								a					
Don't know		2	-	2	-	1	1	-	-	-	2	-	-	2	1	1	2	-	1	1
		1%	-	2%	-	1%	1%	-	-	-	1%	-	-	4%	1%	*	1%	-	*	2%
														a						
Net: Agree		47	28	19	-	24	20	3	-	19	26	2	40	7	19	28	47	-	45	2
		15%	13%	18%	-	27%	13%	4%	-	14%	19%	5%	15%	13%	17%	14%	15%	-	18%	4%
						bc					c								b	
Net: Disagree		209	144	65	-	40	112	58	-	88	86	35	172	37	69	140	209	-	165	44
		67%	69%	62%	-	44%	72%	84%	-	67%	63%	80%	66%	70%	63%	69%	67%	-	65%	76%
						a	a	ab			b									
Mean Score		2.08	2.01	2.20	-	2.71	1.92	1.62	-	2.06	2.20	1.75	2.09	2.00	2.24	1.99	2.08	-	2.15	1.77
						bc					c								b	
Standard Deviation		1.215	1.200	1.242	-	1.276	1.178	.853	-	1.235	1.273	.894	1.216	1.221	1.195	1.220	1.215	-	1.259	.947
Standard Error		.069	.084	.122	-	.137	.096	.100	-	.109	.108	.135	.076	.168	.115	.086	.069	-	.079	.124
Error variance		*	.01	.01	-	.02	.01	.01	-	.01	.01	.02	.01	.03	.01	.01	*	-	.01	.02



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - It is acceptable to artificially increase profits in the books as long as no money is stolen

BASE: All managers

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Significance Level: 95%																			
Unweighted Total	312	79	44	38	67	64	20	45	87	55	79	46	142	125	90	208	14	54	247
Weighted Total	312	80	44	38	66	64	20	45	86	56	80	46	142	126	91	207	14	55	246
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	15 5%	4 5%	3 7%	2 5%	3 5%	- -	3 15%	1 2%	5 6%	2 4%	6 8%	1 2%	7 5%	7 6%	10 11%	5 2%	- -	10 19%	5 2%
Tend to agree (4.0)	31 10%	11 14%	3 7%	- -	9 14%	5 8%	3 15%	1 2%	11 13%	7 13%	10 13%	2 5%	18 13%	12 10%	13 15%	16 8%	2 14%	9 17%	20 8%
Neither agree nor disagree (3.0)	55 17%	19 24%	8 18%	8 21%	7 10%	10 16%	2 10%	9 20%	20 23%	5 9%	16 20%	4 9%	25 18%	20 16%	18 19%	31 15%	6 43%	13 24%	36 15%
Tend to disagree (2.0)	69 22%	16 20%	13 30%	7 18%	12 18%	16 25%	5 25%	13 29%	15 17%	18 33%	14 18%	9 20%	33 23%	23 18%	16 18%	50 24%	3 22%	5 9%	61 25%
Strongly disagree (1.0)	140 45%	29 36%	16 36%	21 55%	34 51%	33 52%	7 35%	20 45%	35 40%	23 41%	32 40%	30 65%	58 41%	62 49%	33 37%	103 50%	3 22%	17 31%	122 50%
Don't know	2 1%	- -	1 2%	- -	1 1%	- -	- -	1 2%	- -	- -	1 1%	- -	- -	1 1%	- -	2 1%	- -	- -	2 1%
Net: Agree	47 15%	15 19%	6 14%	2 5%	12 19%	5 8%	6 30%	2 4%	16 19%	9 17%	16 20%	3 7%	26 18%	19 15%	24 26%	21 10%	2 14%	20 36%	25 10%
Net: Disagree	209 67%	45 57%	29 66%	28 73%	46 69%	49 76%	12 60%	33 73%	50 58%	41 74%	46 58%	39 85%	91 64%	85 68%	50 55%	153 74%	6 43%	22 40%	183 74%
Mean Score	2.08	2.32 ce	2.17	1.82	2.01	1.80	2.50	1.86	2.27 e	2.05 e	2.29 e	1.59	2.18 e	2.03 e	2.46 b	1.88	2.49	2.84 b	1.88
Standard Deviation	1.215	1.248	1.217	1.111	1.285	.979	1.507	.980	1.278	1.173	1.333	.989	1.238	1.259	1.408	1.088	1.018	1.503	1.074
Standard Error	.069	.140	.186	.180	.158	.122	.337	.148	.137	.158	.151	.146	.104	.113	.148	.076	.272	.205	.069
Error variance	*	.02	.03	.03	.03	.01	.11	.02	.02	.03	.02	.02	.01	.01	.02	.01	.07	.04	*



Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - It is acceptable to artificially increase profits in the books as long as no money is stolen

BASE: All managers

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	312	90	199	74	20	184	115	69	40	118	249	50
Weighted Total	312	90	199	73	20	184	114	70	40	119	250	49
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	15	3	1	6	11	8	3	1	7	14	1
	5%	14%	2%	1%	30%	6%	7%	4%	3%	6%	6%	2%
		b										
Tend to agree	(4.0)	31	10	1	9	23	14	9	3	15	31	-
	10%	21%	5%	1%	45%	13%	13%	13%	8%	13%	13%	-
		b								c	c	
Neither agree nor disagree	(3.0)	55	36	12	3	26	14	12	6	19	36	13
	17%	15%	18%	17%	15%	14%	12%	17%	15%	16%	15%	26%
												b
Tend to disagree	(2.0)	69	41	13	1	36	18	18	11	25	54	12
	22%	24%	21%	18%	5%	20%	16%	26%	27%	21%	22%	24%
Strongly disagree	(1.0)	140	106	45	1	86	59	27	19	51	112	23
	45%	26%	53%	62%	5%	47%	52%	39%	48%	43%	45%	46%
			a									
Don't know		2	2	-	-	1	1	-	-	1	1	1
	1%	-	1%	-	-	1%	1%	-	-	1%	*	2%
Net: Agree		47	13	2	15	35	23	12	4	22	46	1
	15%	35%	7%	3%	75%	19%	20%	18%	10%	19%	18%	2%
		b								c	c	
Net: Disagree		209	147	59	2	123	77	46	30	76	166	34
	67%	51%	74%	81%	10%	66%	67%	65%	75%	64%	67%	70%
			a									
Mean Score	2.08	2.71	1.80	1.62	3.90	2.11	2.07	2.18	1.91	2.17	2.12	1.86
		b										
Standard Deviation	1.215	1.409	1.020	.912	1.059	1.295	1.346	1.214	1.093	1.283	1.271	.959
Standard Error	.069	.149	.073	.106	.237	.096	.126	.146	.173	.119	.081	.137
Error variance	*	.02	.01	.01	.06	.01	.02	.02	.03	.01	.01	.02

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? Summary Table

BASE: All people managers

		Statements					
		Petty fiddling is inevitable in a modern organisation	If we cracked down on every little fiddle we would soon find we had no staff	If we cracked down on every little fiddle we would soon find we had no suppliers	As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	There is no real difference between fraud and a bit of petty fiddling	It is acceptable to increase profits in the books as long as no money is stolen
		a	b	c	d	e	f
Significance Level: 95%							
Unweighted Total		380	380	380	380	380	380
Weighted Total		382	382	382	382	382	382
		100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	23 6%	34 9%	31 8%	32 8%	45 12% af	23 6%
Tend to agree	(4.0)	120 31% bcdef	84 22% f	81 21% f	70 18% f	95 25% df	41 11%
Neither agree nor disagree	(3.0)	94 25% f	90 24%	92 24% f	80 21%	75 20%	69 18%
Tend to disagree	(2.0)	64 17%	78 20%	75 20%	84 22%	80 21%	78 21%
Strongly disagree	(1.0)	78 20%	86 23%	89 23%	108 28% ae	82 22%	163 43% abcde
Don't know		4 1%	10 3%	14 4% ae	7 2%	5 1%	8 2%
Net: Agree		143 37% cdf	118 31% f	112 29% f	102 27% f	140 37% cdf	63 17%
Net: Disagree		141 37%	164 43%	164 43%	193 50% abce	162 42%	242 63% abcde
Mean Score		2.86 df	2.74 f	2.70 f	2.55 f	2.84 df	2.15
Standard Deviation		1.239	1.288	1.280	1.308	1.341	1.258
Standard Error		.064	.067	.067	.068	.069	.065
Error variance		*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All people managers

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	*b
Significance Level: 95%																			
Unweighted Total	380	231	149	-	133	181	66	-	164	156	60	309	71	154	226	253	127	380	-
Weighted Total	382	235	147	-	134	185	63	-	169	152	60	312	70	155	227	254	128	382	-
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-
Petty fiddling is inevitable in a modern organisation	143	93	50	-	57	67	19	-	60	61	21	119	23	54	89	99	44	143	-
	37%	40%	34%	-	42%	37%	30%	-	36%	40%	35%	38%	33%	35%	39%	39%	34%	37%	-
There is no real difference between fraud and a bit of petty fiddling	140	87	53	-	51	61	27	-	53	61	25	111	29	52	88	94	46	140	-
	37%	37%	36%	-	38%	33%	44%	-	31%	40%	42%	35%	42%	33%	39%	37%	36%	37%	-
If we cracked down on every little fiddle we would soon find we had no staff	118	76	42	-	53	49	16	-	49	56	13	97	21	48	70	83	35	118	-
	31%	32%	29%	-	39%	27%	26%	-	29%	37%	22%	31%	30%	31%	31%	33%	27%	31%	-
If we cracked down on every little fiddle we would soon find we had no suppliers	112	74	37	-	50	47	15	-	50	47	14	89	22	46	66	77	34	112	-
	29%	32%	25%	-	37%	26%	23%	-	30%	31%	24%	29%	32%	29%	29%	30%	27%	29%	-
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	102	67	35	-	46	49	7	-	41	50	11	90	12	40	62	73	29	102	-
	27%	29%	24%	-	35%	26%	11%	-	24%	33%	19%	29%	17%	26%	27%	29%	22%	27%	-
It is acceptable to artificially increase profits in the books as long as no money is stolen	63	37	26	-	38	23	3	-	27	31	5	50	13	28	35	45	18	63	-
	17%	16%	18%	-	28%	12%	5%	-	16%	20%	9%	16%	19%	18%	15%	18%	14%	17%	-



Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All people managers

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No	
Significance Level: 95%																			
Unweighted Total	380	92	57	33	77	101	20	8	114	96	110	52	210	162	123	227	30	70	292
Weighted Total	382	94	57	33	77	101	20	8	114	97	111	52	211	163	124	227	30	71	292
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Petty fiddling is inevitable in a modern organisation	143 37%	44 47%	22 39%	9 27%	24 32%	33 33%	10 49%	3 38%	46 41%	41 42%	39 35%	13 25%	87 41%	53 32%	58 47%	74 33%	10 34%	38 53%	103 35%
There is no real difference between fraud and a bit of petty fiddling	140 37%	35 38%	28 49%	10 30%	31 40%	29 29%	7 35%	3 38%	47 41%	29 30%	40 36%	21 40%	76 36%	61 37%	58 47%	74 33%	8 26%	33 46%	103 35%
If we cracked down on every little fiddle we would soon find we had no staff	118 31%	38 41%	24 42%	4 12%	23 30%	20 20%	8 39%	3 37%	36 32%	30 31%	36 32%	13 25%	66 31%	49 30%	47 38%	63 28%	8 27%	38 53%	74 25%
If we cracked down on every little fiddle we would soon find we had no suppliers	112 29%	30 32%	21 37%	3 9%	29 38%	20 20%	8 40%	4 50%	31 28%	29 30%	35 31%	12 23%	61 29%	47 29%	49 40%	56 25%	6 20%	34 48%	76 26%
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	102 27%	32 34%	19 34%	7 21%	23 31%	11 11%	9 45%	3 37%	29 25%	24 25%	34 30%	12 23%	53 25%	46 28%	42 34%	51 22%	9 30%	32 45%	66 22%
It is acceptable to artificially increase profits in the books as long as no money is stolen	63 17%	17 19%	12 21%	1 3%	15 20%	10 10%	7 35%	1 12%	18 16%	20 21%	19 17%	4 8%	39 18%	23 14%	31 25%	29 13%	3 10%	26 36%	35 12%



Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All people managers

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	380	123	223	87	23	235	138	97	49	161	331	32
Weighted Total	382	124	223	86	23	236	138	98	49	162	333	32
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Petty fiddling is inevitable in a modern organisation	143	58	81	14	17	94	49	46	16	57	131	10
	37%	47%	36%	16%	74%	40%	35%	46%	33%	35%	39%	31%
		b										
There is no real difference between fraud and a bit of petty fiddling	140	51	81	33	18	87	55	32	20	59	122	14
	37%	42%	36%	38%	78%	37%	40%	32%	40%	36%	37%	43%
If we cracked down on every little fiddle we would soon find we had no staff	118	54	61	9	17	79	49	29	15	52	109	9
	31%	43%	27%	10%	74%	33%	36%	30%	30%	32%	33%	28%
		b										
If we cracked down on every little fiddle we would soon find we had no suppliers	112	54	55	12	16	79	46	34	10	53	107	5
	29%	43%	24%	14%	70%	34%	33%	34%	20%	33%	32%	15%
		b									c	
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	102	51	47	7	18	72	38	35	7	47	98	2
	27%	41%	21%	9%	78%	31%	27%	35%	14%	29%	29%	6%
		b				d		d		c	c	
It is acceptable to artificially increase profits in the books as long as no money is stolen	63	42	20	2	18	46	31	15	4	33	63	-
	17%	34%	9%	2%	78%	19%	22%	16%	8%	20%	19%	-
		b					d			c	c	

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All people managers

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	*b
Significance Level: 95%																			
Unweighted Total	380	231	149	-	133	181	66	-	164	156	60	309	71	154	226	253	127	380	-
Weighted Total	382	235	147	-	134	185	63	-	169	152	60	312	70	155	227	254	128	382	-
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-
It is acceptable to artificially increase profits in the books as long as no money is stolen	242 63%	155 66%	86 59%	-	56 41%	133 72%	53 84%	-	107 63%	89 58%	45 75%	200 64%	41 59%	91 59%	151 66%	165 65%	77 60%	242 63%	-
						a	a				b								
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	193 50%	119 51%	73 50%	-	47 35%	104 56%	42 66%	-	90 53%	67 44%	36 60%	157 50%	36 51%	74 48%	119 52%	128 50%	65 51%	193 50%	-
						a	a				b								
If we cracked down on every little fiddle we would soon find we had no suppliers	164 43%	97 41%	67 46%	-	41 31%	87 47%	36 57%	-	76 45%	57 37%	32 53%	137 44%	27 40%	65 42%	100 44%	118 46%	47 37%	164 43%	-
						a	a				b								
If we cracked down on every little fiddle we would soon find we had no staff	164 43%	102 44%	61 42%	-	37 28%	91 49%	36 57%	-	78 46%	55 36%	31 52%	133 43%	31 44%	60 39%	104 46%	114 45%	50 39%	164 43%	-
						a	a				b								
There is no real difference between fraud and a bit of petty fiddling	162 42%	100 43%	62 42%	-	50 37%	85 46%	28 44%	-	82 48%	55 36%	25 42%	134 43%	28 41%	65 42%	98 43%	106 42%	56 44%	162 42%	-
											b								
Petty fiddling is inevitable in a modern organisation	141 37%	82 35%	59 40%	-	40 30%	70 38%	31 49%	-	66 39%	53 35%	22 37%	108 35%	33 48%	57 37%	84 37%	87 34%	55 43%	141 37%	-
							a					a							

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All people managers

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%																			
Unweighted Total	380	92	57	33	77	101	20	8	114	96	110	52	210	162	123	227	30	70	292
Weighted Total	382	94	57	33	77	101	20	8	114	97	111	52	211	163	124	227	30	71	292
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
It is acceptable to artificially increase profits in the books as long as no money is stolen	242 63%	52 55%	33 58%	25 76%	49 64%	72 71%	11 56%	6 75%	67 59%	61 63%	66 60%	41 79%	128 61%	108 66%	70 56%	158 69%	14 46%	28 40%	207 71%
			a	a	a	a						bdf			ac			a	
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	193 50%	35 37%	26 45%	20 60%	40 53%	63 62%	9 45%	4 50%	57 50%	42 44%	59 53%	30 57%	99 47%	89 55%	50 41%	130 57%	12 39%	16 23%	173 59%
			a	a	ab										a			a	
If we cracked down on every little fiddle we would soon find we had no suppliers	164 43%	32 34%	19 33%	20 60%	31 41%	55 55%	7 34%	3 38%	49 43%	32 33%	53 48%	28 53%	80 38%	81 50%	46 37%	109 48%	10 33%	20 28%	140 48%
			ab	ab	ab						c	cf		cf	a			a	
If we cracked down on every little fiddle we would soon find we had no staff	164 43%	30 32%	21 37%	21 63%	34 45%	50 49%	8 40%	3 38%	45 40%	35 36%	52 47%	28 54%	80 38%	81 49%	43 34%	110 48%	11 36%	12 17%	148 50%
			ab	ab	a							cf	cf	cf	a			a	
There is no real difference between fraud and a bit of petty fiddling	162 42%	33 35%	17 30%	21 64%	32 42%	53 53%	6 31%	4 50%	43 38%	45 47%	47 42%	23 44%	88 42%	70 43%	43 34%	109 48%	10 34%	18 26%	137 47%
			abd	ab	ab										a			a	
Petty fiddling is inevitable in a modern organisation	141 37%	20 22%	19 33%	18 54%	36 47%	41 41%	7 36%	4 50%	36 32%	33 34%	44 40%	24 46%	69 33%	68 42%	42 34%	94 41%	6 20%	16 23%	119 41%
			a	a	a										c			a	



Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All people managers

	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information			
	Total	Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Significance Level: 95%												
Unweighted Total	380	123	223	87	23	235	138	97	49	161	331	32
Weighted Total	382	124	223	86	23	236	138	98	49	162	333	32
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
It is acceptable to artificially increase profits in the books as long as no money is stolen	242 63%	61 49%	160 71%	69 80%	2 9%	152 64%	86 63%	66 67%	38 77%	100 61%	208 62%	24 74%
			a									
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	193 50%	44 36%	130 58%	58 68%	2 9%	125 53%	69 50%	55 56%	28 57%	83 51%	167 50%	18 56%
			a									
If we cracked down on every little fiddle we would soon find we had no suppliers	164 43%	37 30%	113 50%	52 61%	1 4%	110 46%	63 46%	46 47%	23 47%	67 41%	144 43%	13 41%
			a									
If we cracked down on every little fiddle we would soon find we had no staff	164 43%	36 29%	113 51%	50 58%	2 9%	112 47%	61 44%	51 51%	20 41%	75 46%	141 42%	16 50%
			a									
There is no real difference between fraud and a bit of petty fiddling	162 42%	47 38%	95 42%	36 42%	1 4%	104 44%	58 42%	46 46%	21 43%	71 43%	147 44%	10 31%
Petty fiddling is inevitable in a modern organisation	141 37%	33 26%	92 41%	43 50%	1 4%	96 41%	60 44%	36 37%	22 45%	65 40%	122 37%	13 40%
			a									

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Petty fiddling is inevitable in a modern organisation

BASE: All people managers

	Total	Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	b	a	*b	
Significance Level: 95%																				
Unweighted Total	380	231	149	-	133	181	66	-	164	156	60	309	71	154	226	253	127	380	-	
Weighted Total	382	235	147	-	134	185	63	-	169	152	60	312	70	155	227	254	128	382	-	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	
Strongly agree	(5.0)	23	15	8	-	16	6	-	15	6	2	19	4	12	10	15	8	23	-	
		6%	6%	6%	-	12%	3%	-	9%	4%	4%	6%	6%	8%	5%	6%	6%	6%	-	
					bc															
Tend to agree	(4.0)	120	78	42	-	40	61	19	-	46	55	19	101	19	42	78	84	36	120	-
		31%	33%	28%	-	30%	33%	30%	-	27%	36%	32%	32%	27%	27%	35%	33%	28%	31%	-
Neither agree nor disagree	(3.0)	94	59	35	-	35	45	13	-	42	35	17	84	10	41	52	67	26	94	-
		25%	25%	23%	-	26%	24%	21%	-	25%	23%	28%	27%	14%	27%	23%	27%	21%	25%	-
												b								
Tend to disagree	(2.0)	64	40	23	-	18	34	12	-	26	27	11	48	16	31	33	35	29	64	-
		17%	17%	16%	-	14%	18%	19%	-	15%	18%	18%	15%	23%	20%	15%	14%	22%	17%	-
																	a			
Strongly disagree	(1.0)	78	42	36	-	22	37	19	-	41	26	11	60	18	27	51	52	26	78	-
		20%	18%	24%	-	17%	20%	30%	-	24%	17%	18%	19%	25%	17%	22%	20%	20%	20%	-
								a												
Don't know		4	-	4	-	2	2	-	-	1	3	-	1	3	2	2	1	3	4	-
		1%	-	3%	-	1%	1%	-	-	1%	2%	-	*	4%	1%	1%	*	2%	1%	-
				a									a							
Net: Agree		143	93	50	-	57	67	19	-	60	61	21	119	23	54	89	99	44	143	-
		37%	40%	34%	-	42%	37%	30%	-	36%	40%	35%	38%	33%	35%	39%	39%	34%	37%	-
Net: Disagree		141	82	59	-	40	70	31	-	66	53	22	108	33	57	84	87	55	141	-
		37%	35%	40%	-	30%	38%	49%	-	39%	35%	37%	35%	48%	37%	37%	34%	43%	37%	-
				a									a							
Mean Score		2.86	2.93	2.75	-	3.08	2.82	2.51	-	2.81	2.92	2.84	2.90	2.64	2.88	2.84	2.90	2.77	2.86	-
					c															
Standard Deviation		1.239	1.215	1.273	-	1.271	1.198	1.212	-	1.308	1.188	1.174	1.219	1.316	1.223	1.252	1.231	1.254	1.239	-
Standard Error		.064	.080	.106	-	.111	.090	.149	-	.102	.096	.152	.069	.160	.099	.084	.078	.113	.064	-
Error variance		*	.01	.01	-	.01	.01	.02	-	.01	.01	.02	*	.03	.01	.01	.01	.01	*	-



Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Petty fiddling is inevitable in a modern organisation

BASE: All people managers

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Significance Level: 95%																			
Unweighted Total	380	92	57	33	77	101	20	8	114	96	110	52	210	162	123	227	30	70	292
Weighted Total	382	94	57	33	77	101	20	8	114	97	111	52	211	163	124	227	30	71	292
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	23 6%	5 6%	6 11%	- -	6 8%	4 4%	1 5%	- -	6 5%	8 9%	7 7%	1 2%	15 7%	8 5%	16 13%	7 3%	- -	13 19%	9 3%
Tend to agree (4.0)	120 31%	39 41%	16 28%	9 27%	18 24%	29 29%	9 44%	3 38%	40 35%	33 34%	32 29%	12 23%	73 35%	44 27%	42 34%	67 30%	10 34%	24 34%	93 32%
Neither agree nor disagree (3.0)	94 25%	30 32%	16 28%	6 19%	16 20%	23 23%	3 15%	- -	30 27%	23 24%	25 23%	15 29%	53 25%	41 25%	24 20%	57 25%	12 40%	17 24%	67 23%
Tend to disagree (2.0)	64 17%	14 15%	5 9%	7 21%	14 18%	20 20%	3 16%	1 12%	15 13%	18 18%	21 19%	9 17%	33 16%	30 18%	25 20%	37 16%	2 6%	5 7%	56 19%
Strongly disagree (1.0)	78 20%	6 6%	14 24%	11 32%	22 29%	21 21%	4 20%	3 37%	22 19%	15 16%	23 21%	15 29%	36 17%	38 23%	17 13%	57 25%	4 14%	11 16%	64 22%
Don't know	4 1%	- -	- -	- -	1 1%	3 3%	- -	1 13%	1 1%	- -	2 2%	- -	1 *	2 1%	- -	2 1%	2 6%	- -	4 1%
Net: Agree	143 37%	44 47%	22 39%	9 27%	24 32%	33 33%	10 49%	3 38%	46 41%	41 42%	39 35%	13 25%	87 41%	53 32%	58 47%	74 33%	10 34%	38 53%	103 35%
Net: Disagree	141 37%	20 22%	19 33%	18 54%	36 47%	41 41%	7 36%	4 50%	36 32%	33 34%	44 40%	24 46%	69 33%	68 42%	42 34%	94 41%	6 20%	16 23%	119 41%
Mean Score	2.86	3.24	2.92	2.41	2.64	2.74	2.99	2.43	2.95	3.01	2.81	2.53	2.98	2.72	3.12	2.69	3.01	3.34	2.76
Standard Deviation	1.239	.998	1.343	1.217	1.346	1.219	1.293	1.515	1.216	1.225	1.259	1.198	1.218	1.243	1.257	1.230	1.021	1.306	1.214
Standard Error	.064	.104	.178	.212	.154	.123	.289	.573	.114	.125	.121	.166	.084	.098	.113	.082	.193	.156	.072
Error variance	*	.01	.03	.04	.02	.02	.08	.33	.01	.02	.01	.03	.01	.01	.01	.01	.04	.02	.01



Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Petty fiddling is inevitable in a modern organisation

BASE: All people managers

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	380	123	223	87	23	235	138	97	49	161	331	32
Weighted Total	382	124	223	86	23	236	138	98	49	162	333	32
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	23	4	1	8	21	16	5	-	10	23	-
	6%	15%	2%	1%	35%	9%	11%	5%	-	6%	7%	-
		b				d	d					
Tend to agree	(4.0)	120	76	13	9	74	33	40	16	46	108	10
	31%	32%	34%	15%	39%	31%	24%	41%	33%	29%	32%	31%
								b				
Neither agree nor disagree	(3.0)	94	49	29	5	43	28	15	11	38	75	9
	25%	25%	22%	34%	22%	18%	20%	16%	22%	23%	23%	29%
Tend to disagree	(2.0)	64	45	14	-	42	20	21	11	31	52	9
	17%	9%	20%	16%	-	18%	15%	22%	22%	19%	16%	28%
			a									
Strongly disagree	(1.0)	78	47	30	1	55	40	15	11	34	71	4
	20%	18%	21%	34%	4%	23%	29%	15%	22%	21%	21%	12%
							c					
Don't know		4	2	-	-	2	1	1	-	3	4	-
	1%	2%	1%	-	-	1%	1%	1%	-	2%	1%	-
Net: Agree		143	81	14	17	94	49	46	16	57	131	10
	37%	47%	36%	16%	74%	40%	35%	46%	33%	35%	39%	31%
		b										
Net: Disagree		141	92	43	1	96	60	36	22	65	122	13
	37%	26%	41%	50%	4%	41%	44%	37%	45%	40%	37%	40%
			a									
Mean Score	2.86	3.18	2.76	2.33	4.00	2.85	2.74	2.99	2.66	2.80	2.88	2.78
		b										
Standard Deviation	1.239	1.311	1.190	1.138	.992	1.329	1.397	1.218	1.164	1.252	1.271	1.037
Standard Error	.064	.119	.080	.122	.207	.087	.119	.124	.166	.100	.070	.183
Error variance	*	.01	.01	.01	.04	.01	.01	.02	.03	.01	*	.03

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no staff

BASE: All people managers

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager		
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	*b	
Significance Level: 95%																				
Unweighted Total	380	231	149	-	133	181	66	-	164	156	60	309	71	154	226	253	127	380	-	
Weighted Total	382	235	147	-	134	185	63	-	169	152	60	312	70	155	227	254	128	382	-	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	
Strongly agree	(5.0)	34	17	17	-	16	15	2	-	19	12	3	25	9	15	18	24	10	34	-
		9%	7%	12%	-	12%	8%	3%	-	11%	8%	5%	8%	13%	10%	8%	9%	8%	9%	-
Tend to agree	(4.0)	84	59	25	-	36	34	14	-	30	44	10	72	12	33	51	60	24	84	-
		22%	25%	17%	-	27%	18%	23%	-	18%	29%	17%	23%	17%	21%	22%	24%	19%	22%	-
Neither agree nor disagree	(3.0)	90	54	37	-	42	40	9	-	37	38	15	73	17	40	50	53	37	90	-
		24%	23%	25%	-	31%	22%	14%	-	22%	25%	25%	23%	25%	26%	22%	21%	29%	24%	-
Tend to disagree	(2.0)	78	51	27	-	20	40	18	-	33	28	17	62	16	30	48	51	27	78	-
		20%	22%	18%	-	15%	22%	29%	-	20%	18%	28%	20%	23%	19%	21%	20%	21%	20%	-
Strongly disagree	(1.0)	86	51	34	-	17	51	18	-	45	27	14	71	15	30	56	63	23	86	-
		23%	22%	23%	-	13%	28%	29%	-	26%	18%	24%	23%	21%	19%	25%	25%	18%	23%	-
Don't know		10	3	7	-	3	5	2	-	5	4	1	9	1	7	3	4	6	10	-
		3%	1%	5%	-	2%	3%	3%	-	3%	3%	2%	3%	1%	5%	1%	2%	5%	3%	-
Net: Agree		118	76	42	-	53	49	16	-	49	56	13	97	21	48	70	83	35	118	-
		31%	32%	29%	-	39%	27%	26%	-	29%	37%	22%	31%	30%	31%	31%	33%	27%	31%	-
Net: Disagree		164	102	61	-	37	91	36	-	78	55	31	133	31	60	104	114	50	164	-
		43%	44%	42%	-	28%	49%	57%	-	46%	36%	52%	43%	44%	39%	46%	45%	39%	43%	-
Mean Score		2.74	2.74	2.74	-	3.11	2.57	2.41	-	2.66	2.91	2.51	2.73	2.78	2.82	2.68	2.72	2.77	2.74	-
						bc				c										
Standard Deviation		1.288	1.260	1.337	-	1.203	1.308	1.232	-	1.354	1.237	1.184	1.281	1.326	1.277	1.294	1.324	1.213	1.288	-
Standard Error		.067	.083	.112	-	.105	.099	.154	-	.107	.100	.154	.074	.158	.105	.087	.084	.110	.067	-
Error variance		*	.01	.01	-	.01	.01	.02	-	.01	.01	.02	.01	.03	.01	.01	.01	.01	*	-



Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no staff

BASE: All people managers

	Total	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
		Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Significance Level: 95%																			
Unweighted Total	380	92	57	33	77	101	20	8	114	96	110	52	210	162	123	227	30	70	292
Weighted Total	382	94	57	33	77	101	20	8	114	97	111	52	211	163	124	227	30	71	292
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	34 9%	6 7%	9 16%	- -	11 15%	6 6%	1 5%	1 12%	8 7%	6 6%	14 13%	4 8%	14 7%	18 11%	22 17%	12 5%	- -	17 23%	17 6%
Tend to agree (4.0)	84 22%	32 35%	15 26%	4 12%	12 15%	14 14%	7 34%	2 25%	28 24%	24 25%	21 19%	9 17%	52 25%	30 19%	25 20%	51 22%	8 27%	21 30%	57 19%
Neither agree nor disagree (3.0)	90 24%	24 25%	11 19%	8 25%	16 21%	28 28%	3 15%	2 25%	30 27%	29 30%	18 16%	11 21%	59 28%	29 18%	31 25%	49 21%	10 33%	20 28%	64 22%
Tend to disagree (2.0)	78 20%	13 14%	11 19%	9 27%	16 20%	24 23%	5 26%	2 25%	22 19%	17 18%	29 26%	8 15%	39 19%	37 23%	23 18%	49 22%	6 19%	6 8%	69 24%
Strongly disagree (1.0)	86 23%	16 17%	10 17%	12 36%	19 25%	26 26%	3 14%	1 13%	23 21%	18 18%	23 21%	20 39%	41 20%	44 27%	20 16%	61 27%	5 17%	6 9%	79 27%
Don't know	10 3%	2 2%	1 2%	- -	3 4%	3 3%	1 5%	- -	2 2%	3 3%	5 4%	- -	5 2%	5 3%	3 2%	6 3%	1 3%	1 1%	7 2%
Net: Agree	118 31%	38 41%	24 42%	4 12%	23 30%	20 20%	8 39%	3 37%	36 32%	30 31%	36 32%	13 25%	66 31%	49 30%	47 38%	63 28%	8 27%	38 53%	74 25%
Net: Disagree	164 43%	30 32%	21 37%	21 63%	34 45%	50 49%	8 40%	3 38%	45 40%	35 36%	52 47%	28 54%	80 38%	81 49%	43 34%	110 48%	11 36%	12 17%	148 50%
Mean Score	2.74	2.98 ce	3.04 ce	2.13	2.74 c	2.49	2.89	2.98	2.78	2.82	2.76	2.40	2.80 e	2.64	3.05 b	2.57	2.73	3.52 b	2.53
Standard Deviation	1.288	1.223	1.364	1.052	1.404	1.204	1.237	1.309	1.242	1.203	1.360	1.371	1.221	1.369	1.336	1.259	1.075	1.199	1.251
Standard Error	.067	.129	.182	.183	.163	.122	.284	.463	.117	.125	.133	.190	.085	.109	.122	.085	.200	.144	.074
Error variance	*	.02	.03	.03	.03	.01	.08	.21	.01	.02	.02	.04	.01	.01	.01	.01	.04	.02	.01



Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no staff

BASE: All people managers

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	380	123	223	87	23	235	138	97	49	161	331	32
Weighted Total	382	124	223	86	23	236	138	98	49	162	333	32
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	34 9%	20 17%	12 5%	3 4%	8 35%	29 12%	21 15%	8 8%	2 4%	22 13%	34 10%	- -
Tend to agree (4.0)	84 22%	33 27%	49 22%	6 7%	9 39%	50 21%	29 21%	21 22%	13 26%	30 18%	75 23%	9 28%
Neither agree nor disagree (3.0)	90 24%	33 26%	43 19%	24 28%	4 17%	43 18%	25 18%	18 19%	11 22%	32 19%	75 22%	7 23%
Tend to disagree (2.0)	78 20%	14 11%	56 25%	18 20%	- -	45 19%	17 13%	27 28%	11 23%	34 21%	61 18%	13 40%
Strongly disagree (1.0)	86 23%	22 18%	57 26%	33 38%	2 9%	67 28%	44 32%	23 24%	9 19%	41 25%	80 24%	3 9%
Don't know	10 3%	2 2%	6 3%	3 4%	- -	2 1%	2 1%	- -	3 6%	4 2%	8 2%	- -
Net: Agree	118 31%	54 43%	61 27%	9 10%	17 74%	79 33%	49 36%	29 30%	15 30%	52 32%	109 33%	9 28%
Net: Disagree	164 43%	36 29%	113 51%	50 58%	2 9%	112 47%	61 44%	51 51%	20 41%	75 46%	141 42%	16 50%
Mean Score	2.74	3.14	2.55	2.15	3.92	2.70	2.74	2.63	2.73	2.73	2.76	2.68
Standard Deviation	1.288	1.329	1.252	1.134	1.160	1.399	1.478	1.285	1.207	1.387	1.329	.995
Standard Error	.067	.121	.085	.124	.242	.092	.127	.130	.178	.111	.074	.176
Error variance	*	.01	.01	.02	.06	.01	.02	.02	.03	.01	.01	.03

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no suppliers

BASE: All people managers

		Gender			Age				Region			Working status		Public-Private sector		Seniority		People Manager		
		Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	b	a	*b	
Significance Level: 95%																				
Unweighted Total		380	231	149	-	133	181	66	-	164	156	60	309	71	154	226	253	127	380	-
Weighted Total		382	235	147	-	134	185	63	-	169	152	60	312	70	155	227	254	128	382	-
		100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-
Strongly agree	(5.0)	31	17	14	-	19	8	3	-	17	14	-	21	9	12	18	21	9	31	-
		8%	7%	10%	-	14%	4%	5%	-	10%	9%	-	7%	13%	8%	8%	8%	7%	8%	-
						bc				c	c									
Tend to agree	(4.0)	81	58	23	-	30	39	12	-	33	34	14	68	13	33	48	56	25	81	-
		21%	25%	16%	-	23%	21%	19%	-	20%	22%	24%	22%	19%	22%	21%	22%	20%	21%	-
				b																
Neither agree nor disagree	(3.0)	92	57	35	-	37	45	10	-	40	38	14	74	18	37	55	52	40	92	-
		24%	24%	24%	-	28%	24%	15%	-	23%	25%	23%	24%	26%	24%	24%	21%	31%	24%	-
						c											a			
Tend to disagree	(2.0)	75	43	33	-	24	33	18	-	30	32	14	63	12	30	46	54	22	75	-
		20%	18%	22%	-	18%	18%	29%	-	18%	21%	23%	20%	17%	19%	20%	21%	17%	20%	-
						b														
Strongly disagree	(1.0)	89	55	35	-	17	55	17	-	46	25	18	74	15	35	54	64	25	89	-
		23%	23%	23%	-	13%	30%	27%	-	27%	16%	30%	24%	22%	23%	24%	25%	20%	23%	-
						a	a			b	b									
Don't know		14	6	8	-	6	5	3	-	4	10	-	12	2	8	6	7	7	14	-
		4%	3%	5%	-	4%	3%	5%	-	2%	6%	-	4%	3%	5%	3%	3%	5%	4%	-
						c				c										
Net: Agree		112	74	37	-	50	47	15	-	50	47	14	89	22	46	66	77	34	112	-
		29%	32%	25%	-	37%	26%	23%	-	30%	31%	24%	29%	32%	29%	29%	30%	27%	29%	-
						b														
Net: Disagree		164	97	67	-	41	87	36	-	76	57	32	137	27	65	100	118	47	164	-
		43%	41%	46%	-	31%	47%	57%	-	45%	37%	53%	44%	40%	42%	44%	46%	37%	43%	-
						a	a			b	b									
Mean Score		2.70	2.73	2.64	-	3.08	2.52	2.41	-	2.67	2.86	2.40	2.67	2.83	2.71	2.69	2.66	2.77	2.70	-
						bc				c										
Standard Deviation		1.280	1.273	1.294	-	1.253	1.256	1.236	-	1.341	1.240	1.159	1.265	1.347	1.281	1.282	1.311	1.216	1.280	-
Standard Error		.067	.085	.109	-	.111	.095	.156	-	.106	.103	.150	.073	.162	.106	.086	.084	.111	.067	-
Error variance		*	.01	.01	-	.01	.01	.02	-	.01	.01	.02	.01	.03	.01	.01	.01	.01	*	-



Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no suppliers

BASE: All people managers

	Total	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
		Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Unweighted Total	380	92	57	33	77	101	20	8	114	96	110	52	210	162	123	227	30	70	292
Weighted Total	382	94	57	33	77	101	20	8	114	97	111	52	211	163	124	227	30	71	292
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	31 8%	4 4%	5 9%	- -	13 17%	7 7%	1 5%	2 25%	10 9%	6 6%	10 9%	2 4%	16 8%	12 7%	17 13%	13 6%	1 3%	17 23%	14 5%
Tend to agree (4.0)	81 21%	25 27%	16 28%	3 9%	16 21%	13 13%	7 35%	2 25%	21 19%	23 24%	25 22%	10 19%	44 21%	35 21%	33 26%	43 19%	5 17%	17 25%	62 21%
Neither agree nor disagree (3.0)	92 24%	30 32%	15 26%	9 28%	12 15%	21 21%	4 21%	1 12%	30 26%	33 34%	18 16%	10 19%	63 30%	28 17%	27 22%	52 23%	12 40%	14 19%	68 23%
Tend to disagree (2.0)	75 20%	17 19%	7 12%	10 29%	16 20%	22 22%	3 15%	2 25%	25 22%	15 15%	25 23%	9 17%	39 19%	34 21%	19 15%	53 23%	4 12%	12 17%	61 21%
Strongly disagree (1.0)	89 23%	14 15%	12 21%	10 30%	16 21%	33 33%	4 19%	1 13%	24 21%	17 18%	28 25%	19 37%	41 19%	47 29%	27 22%	56 25%	6 21%	8 11%	79 27%
Don't know	14 4%	2 2%	2 3%	1 3%	4 5%	4 4%	1 5%	- -	4 4%	3 3%	5 4%	2 4%	7 3%	7 4%	2 2%	10 4%	2 7%	3 4%	9 3%
Net: Agree	112 29%	30 32%	21 37%	3 9%	29 38%	20 20%	8 40%	4 50%	31 28%	29 30%	35 31%	12 23%	61 29%	47 29%	49 40%	56 25%	6 20%	34 48%	76 26%
Net: Disagree	164 43%	32 34%	19 33%	20 60%	31 41%	55 55%	7 34%	3 38%	49 43%	32 33%	53 48%	28 53%	80 38%	81 50%	46 37%	109 48%	10 33%	20 28%	140 48%
Mean Score	2.70	2.86 ce	2.92 ce	2.17	2.94 ce	2.37	2.91	3.24	2.72	2.86 e	2.65	2.35	2.79 e	2.55	2.94 b	2.56	2.68	3.33 b	2.54
Standard Deviation	1.280	1.125	1.298	.992	1.438	1.278	1.277	1.495	1.261	1.179	1.345	1.294	1.223	1.332	1.362	1.235	1.133	1.341	1.241
Standard Error	.067	.119	.175	.175	.168	.130	.293	.529	.120	.122	.131	.183	.086	.107	.124	.084	.214	.164	.074
Error variance	*	.01	.03	.03	.03	.02	.09	.28	.01	.01	.02	.03	.01	.01	.02	.01	.05	.03	.01



Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no suppliers

BASE: All people managers

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	380	123	223	87	23	235	138	97	49	161	331	32
Weighted Total	382	124	223	86	23	236	138	98	49	162	333	32
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	31 8%	19 16%	11 5%	1 1%	9 39%	25 11%	15 11%	10 10%	1 2%	13 8%	30 9%	1 3%
Tend to agree (4.0)	81 21%	34 28%	44 19%	11 13%	7 31%	54 23%	30 22%	23 24%	9 18%	40 24%	77 23%	4 12%
Neither agree nor disagree (3.0)	92 24%	29 24%	48 22%	19 22%	6 26%	43 18%	25 18%	18 19%	12 24%	36 22%	73 22%	12 38% b
Tend to disagree (2.0)	75 20%	17 14%	52 23% a	18 21%	- -	42 18%	20 15%	22 22%	12 24%	28 17%	63 19%	9 28%
Strongly disagree (1.0)	89 23%	20 16%	60 27% a	34 39%	1 4%	67 28%	43 31%	24 25%	11 23%	39 24%	81 24%	4 13%
Don't know	14 4%	4 3%	8 4%	3 3%	- -	4 2%	4 3%	- -	4 8% ac	6 4%	9 3%	2 6%
Net: Agree	112 29%	54 43% b	55 24%	12 14%	16 70%	79 34%	46 33%	34 34%	10 20%	53 33%	107 32% c	5 15%
Net: Disagree	164 43%	37 30%	113 50% a	52 61%	1 4%	110 46%	63 46%	46 47%	23 47%	67 41%	144 43%	13 41%
Mean Score	2.70	3.14 b	2.50	2.12	4.01	2.69	2.66	2.73	2.48	2.74	2.72	2.62
Standard Deviation	1.280	1.317	1.237	1.131	1.033	1.386	1.419	1.346	1.143	1.309	1.315	.996
Standard Error	.067	.121	.084	.123	.215	.091	.123	.137	.170	.105	.073	.182
Error variance	*	.01	.01	.02	.05	.01	.02	.02	.03	.01	.01	.03



Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling

BASE: All people managers

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager		
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	*b	
Significance Level: 95%																				
Unweighted Total	380	231	149	-	133	181	66	-	164	156	60	309	71	154	226	253	127	380	-	
Weighted Total	382	235	147	-	134	185	63	-	169	152	60	312	70	155	227	254	128	382	-	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	
Strongly agree	(5.0)	32	21	11	-	18	12	1	-	14	17	1	28	4	13	18	21	10	32	-
		8%	9%	7%	-	13%	7%	1%	-	8%	11%	2%	9%	6%	8%	8%	8%	8%	8%	-
						bc				c										
Tend to agree	(4.0)	70	46	24	-	28	36	6	-	27	33	10	62	8	27	44	52	18	70	-
		18%	20%	16%	-	21%	20%	9%	-	16%	22%	17%	20%	12%	17%	19%	20%	14%	18%	-
						c														
Neither agree nor disagree	(3.0)	80	46	34	-	38	28	13	-	34	33	13	60	20	38	42	51	29	80	-
		21%	20%	23%	-	29%	15%	21%	-	20%	22%	22%	19%	29%	25%	18%	20%	23%	21%	-
						b														
Tend to disagree	(2.0)	84	50	34	-	20	46	18	-	39	29	16	68	16	36	48	57	27	84	-
		22%	21%	23%	-	15%	25%	29%	-	23%	19%	26%	22%	24%	23%	21%	22%	21%	22%	-
						a	a	a												
Strongly disagree	(1.0)	108	69	39	-	27	57	23	-	51	37	20	89	19	38	71	71	38	108	-
		28%	30%	27%	-	20%	31%	37%	-	30%	25%	34%	29%	28%	24%	31%	28%	30%	28%	-
						a	a	a												
Don't know		7	2	5	-	2	4	1	-	4	3	-	5	2	3	4	2	5	7	-
		2%	1%	3%	-	2%	2%	2%	-	2%	2%	-	2%	3%	2%	2%	1%	4%	2%	-
						a		a									a			
Net: Agree		102	67	35	-	46	49	7	-	41	50	11	90	12	40	62	73	29	102	-
		27%	29%	24%	-	35%	26%	11%	-	24%	33%	19%	29%	17%	26%	27%	29%	22%	27%	-
						c	c			c		b								
Net: Disagree		193	119	73	-	47	104	42	-	90	67	36	157	36	74	119	128	65	193	-
		50%	51%	50%	-	35%	56%	66%	-	53%	44%	60%	50%	51%	48%	52%	50%	51%	50%	-
						a	a	a		b										
Mean Score		2.55	2.57	2.53	-	2.92	2.45	2.07	-	2.48	2.75	2.27	2.58	2.42	2.62	2.51	2.59	2.48	2.55	-
						bc	c			c										
Standard Deviation		1.308	1.334	1.269	-	1.322	1.307	1.061	-	1.304	1.349	1.156	1.332	1.193	1.270	1.334	1.316	1.294	1.308	-
Standard Error		.068	.088	.106	-	.116	.098	.132	-	.103	.109	.149	.076	.144	.103	.090	.083	.117	.068	-
Error variance		*	.01	.01	-	.01	.01	.02	-	.01	.01	.02	.01	.02	.01	.01	.01	.01	*	-

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling

BASE: All people managers

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Unweighted Total	380	92	57	33	77	101	20	8	114	96	110	52	210	162	123	227	30	70	292
Weighted Total	382	94	57	33	77	101	20	8	114	97	111	52	211	163	124	227	30	71	292
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	32 8%	7 8%	6 11%	2 6%	7 9%	6 6%	3 14%	1 12%	7 6%	8 8%	12 11%	3 6%	15 7%	15 9%	16 13%	14 6%	1 3%	14 20%	16 5%
Tend to agree (4.0)	70 18%	25 26%	13 23%	5 15%	16 21%	5 5%	6 31%	2 25%	22 19%	16 17%	21 19%	9 17%	38 18%	31 19%	26 21%	37 16%	8 27%	18 25%	50 17%
Neither agree nor disagree (3.0)	80 21%	26 28%	12 21%	5 15%	11 14%	24 24%	2 10%	- -	26 23%	29 30%	15 14%	10 19%	55 26%	25 15%	30 24%	42 18%	8 27%	23 32%	47 16%
Tend to disagree (2.0)	84 22%	17 19%	9 15%	7 22%	17 22%	30 30%	4 20%	3 37%	29 26%	19 20%	26 24%	7 13%	48 23%	33 20%	25 20%	52 23%	7 23%	6 8%	75 26%
Strongly disagree (1.0)	108 28%	17 18%	17 30%	13 38%	24 31%	33 33%	5 25%	1 13%	28 25%	23 24%	33 30%	23 44%	51 24%	56 34%	25 21%	78 34%	5 17%	10 14%	97 33%
Don't know	7 2%	1 1%	- -	1 3%	2 3%	3 3%	- -	1 13%	2 2%	1 1%	3 3%	- -	3 1%	3 2%	1 1%	5 2%	1 3%	- -	7 2%
Net: Agree	102 27%	32 34%	19 34%	7 21%	23 31%	11 11%	9 45%	3 37%	29 25%	24 25%	34 30%	12 23%	53 25%	46 28%	42 34%	51 22%	9 30%	32 45%	66 22%
Net: Disagree	193 50%	35 37%	26 45%	20 60%	40 53%	63 62%	9 45%	4 50%	57 50%	42 44%	59 53%	30 57%	99 47%	89 55%	50 41%	130 57%	12 39%	16 23%	173 59%
Mean Score	2.55	2.86	2.70	2.26	2.56	2.19	2.90	2.84	2.56	2.66	2.57	2.28	2.60	2.48	2.86	2.36	2.77	3.29	2.34
Standard Deviation	1.308	1.230	1.391	1.313	1.386	1.147	1.474	1.464	1.237	1.253	1.398	1.352	1.243	1.386	1.332	1.282	1.155	1.289	1.263
Standard Error	.068	.129	.184	.232	.160	.116	.330	.554	.117	.129	.135	.187	.086	.110	.121	.086	.214	.154	.075
Error variance	*	.02	.03	.05	.03	.01	.11	.31	.01	.02	.02	.04	.01	.01	.01	.01	.05	.02	.01



Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling

BASE: All people managers

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	380	123	223	87	23	235	138	97	49	161	331	32
Weighted Total	382	124	223	86	23	236	138	98	49	162	333	32
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	32 8%	24 20%	7 3%	- -	8 34%	25 11%	17 13%	8 8%	3 6%	15 9%	32 9%	- -
Tend to agree (4.0)	70 18%	27 22%	40 18%	7 9%	10 44%	47 20%	21 15%	26 27% bd	4 8%	32 19%	66 20%	2 6%
Neither agree nor disagree (3.0)	80 21%	28 23%	42 19%	21 24%	3 13%	37 16%	29 21% c	8 8%	14 29% ac	29 18%	61 18%	12 38% ab
Tend to disagree (2.0)	84 22%	23 19%	52 23%	17 19%	- -	49 21%	24 17%	26 26%	11 22%	36 22%	67 20%	13 40% ab
Strongly disagree (1.0)	108 28%	21 17%	78 35% a	41 48%	2 9%	76 32%	46 33%	30 30%	17 35%	47 29%	99 30%	5 16%
Don't know	7 2%	1 1%	4 2%	- -	- -	2 1%	2 1%	- -	- -	3 2%	7 2%	- -
Net: Agree	102 27%	51 41% b	47 21%	7 9%	18 78%	72 31% d	38 27%	35 35% d	7 14%	47 29% c	98 29% c	2 6%
Net: Disagree	193 50%	44 36%	130 58% a	58 68%	2 9%	125 53%	69 50%	55 56%	28 57%	83 51%	167 50%	18 56%
Mean Score	2.55	3.09 b	2.29	1.93	3.95	2.56	2.56	2.57	2.29	2.57	2.58	2.35
Standard Deviation	1.308	1.372	1.220	1.034	1.141	1.397	1.415	1.380	1.211	1.349	1.359	.833
Standard Error	.068	.124	.082	.111	.238	.092	.121	.140	.173	.107	.076	.147
Error variance	*	.02	.01	.01	.06	.01	.01	.02	.03	.01	.01	.02



Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - There is no real difference between fraud and a bit of petty fiddling

BASE: All people managers

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager		
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	
	a	b	*c		a	b	c	*d	a	b	c	a	b	a	b	a	b	a	*b	
Significance Level: 95%																				
Unweighted Total	380	231	149	-	133	181	66	-	164	156	60	309	71	154	226	253	127	380	-	
Weighted Total	382	235	147	-	134	185	63	-	169	152	60	312	70	155	227	254	128	382	-	
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	
Strongly agree	(5.0)	45	30	15	-	13	22	10	-	19	16	10	39	6	16	29	28	17	45	-
		12%	13%	10%	-	10%	12%	15%	-	11%	10%	17%	13%	8%	10%	13%	11%	13%	12%	-
Tend to agree	(4.0)	95	56	38	-	38	39	18	-	34	46	15	71	23	36	59	66	28	95	-
		25%	24%	26%	-	28%	21%	28%	-	20%	30%	25%	23%	34%	23%	26%	26%	22%	25%	-
Neither agree nor disagree	(3.0)	75	47	28	-	31	36	8	-	31	33	10	65	10	33	41	49	25	75	-
		20%	20%	19%	-	23%	19%	12%	-	19%	22%	16%	21%	14%	22%	18%	19%	20%	20%	-
Tend to disagree	(2.0)	80	50	30	-	27	41	12	-	33	32	15	68	12	29	51	51	29	80	-
		21%	21%	20%	-	20%	22%	18%	-	20%	21%	25%	22%	17%	19%	22%	20%	22%	21%	-
Strongly disagree	(1.0)	82	50	32	-	22	44	16	-	48	24	10	66	16	35	47	55	27	82	-
		22%	21%	22%	-	17%	24%	26%	-	29%	16%	17%	21%	23%	23%	21%	22%	21%	22%	-
Don't know		5	1	4	-	2	3	-	-	3	2	-	3	2	5	-	4	1	5	-
		1%	*	3%	-	2%	2%	-	-	2%	1%	-	1%	3%	3%	-	2%	1%	1%	-
Net: Agree		140	87	53	-	51	61	27	-	53	61	25	111	29	52	88	94	46	140	-
		37%	37%	36%	-	38%	33%	44%	-	31%	40%	42%	35%	42%	33%	39%	37%	36%	37%	-
Net: Disagree		162	100	62	-	50	85	28	-	82	55	25	134	28	65	98	106	56	162	-
		42%	43%	42%	-	37%	46%	44%	-	48%	36%	42%	43%	41%	42%	43%	42%	44%	42%	-
Mean Score		2.84	2.86	2.82	-	2.94	2.75	2.89	-	2.65	2.99	3.00	2.84	2.86	2.79	2.88	2.84	2.84	2.84	-
										a										
Standard Deviation		1.341	1.348	1.333	-	1.258	1.358	1.458	-	1.388	1.255	1.371	1.339	1.359	1.331	1.349	1.335	1.358	1.341	-
Standard Error		.069	.089	.111	-	.110	.102	.180	-	.109	.101	.177	.077	.164	.109	.090	.085	.121	.069	-
Error variance		*	.01	.01	-	.01	.01	.03	-	.01	.01	.03	.01	.03	.01	.01	.01	.01	*	-



Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - There is no real difference between fraud and a bit of petty fiddling

BASE: All people managers

	Total	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct	
		Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Unweighted Total	380	92	57	33	77	101	20	8	114	96	110	52	210	162	123	227	30	70	292
Weighted Total	382	94	57	33	77	101	20	8	114	97	111	52	211	163	124	227	30	71	292
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	45 12%	8 9%	15 26% ade	3 9%	8 10%	10 10%	1 5%	1 13%	11 9%	8 8%	15 14%	10 19%	19 9%	25 16%	18 15%	27 12%	- -	12 17%	33 11%
Tend to agree (4.0)	95 25%	27 29%	13 22%	7 21%	23 30%	19 19%	6 30%	2 25%	36 31%	21 22%	25 22%	11 21%	57 27%	36 22%	40 32%	47 21%	8 26%	20 29%	70 24%
Neither agree nor disagree (3.0)	75 20%	24 26%	12 21%	2 6%	11 14%	18 18%	7 35%	1 12%	24 21%	21 22%	20 18%	8 16%	46 22%	28 17%	21 17%	41 18%	12 40%	18 25%	49 17%
Tend to disagree (2.0)	80 21%	18 20%	9 16%	11 34%	14 18%	25 25%	2 11%	3 38%	21 19%	22 23%	24 22%	9 17%	43 21%	34 21%	20 16%	52 23%	8 27%	13 19%	63 21%
Strongly disagree (1.0)	82 22%	14 15%	8 14%	10 30%	18 23%	28 28%	4 20%	1 12%	22 19%	23 24%	22 20%	14 27%	45 21%	36 22%	23 19%	57 25%	2 7%	5 7%	74 25%
Don't know	5 1%	1 1%	- -	- -	3 4%	1 1%	- -	- -	- -	1 1%	4 4%	- -	1 *	4 2%	2 2%	3 1%	- -	2 3%	3 1%
Net: Agree	140 37%	35 38%	28 49%	10 30%	31 40%	29 29%	7 35%	3 38%	47 41%	29 30%	40 36%	21 40%	76 36%	61 37%	58 47%	74 33%	8 26%	33 46%	103 35%
Net: Disagree	162 42%	33 35%	17 30%	21 64%	32 42%	53 53%	6 31%	4 50%	43 38%	45 47%	47 42%	23 44%	88 42%	70 43%	43 34%	109 48%	10 34%	18 26%	137 47%
Mean Score	2.84	2.96 e	3.31 ce	2.46	2.85	2.58	2.88	2.89	2.93	2.67	2.87	2.88	2.81	2.88	3.08 b	2.71	2.86	3.31 b	2.74
Standard Deviation	1.341	1.216	1.393	1.369	1.383	1.342	1.208	1.360	1.287	1.291	1.367	1.503	1.292	1.408	1.361	1.366	.901	1.191	1.371
Standard Error	.069	.127	.185	.238	.161	.134	.270	.481	.121	.132	.133	.208	.089	.112	.124	.091	.165	.144	.081
Error variance	*	.02	.03	.06	.03	.02	.07	.23	.01	.02	.02	.04	.01	.01	.02	.01	.03	.02	.01



Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - There is no real difference between fraud and a bit of petty fiddling

BASE: All people managers

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	a	*b	a	b	c	d	a	b	c
Significance Level: 95%												
Unweighted Total	380	123	223	87	23	235	138	97	49	161	331	32
Weighted Total	382	124	223	86	23	236	138	98	49	162	333	32
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	45 12%	14 12%	29 13%	17 20%	4 17%	31 13%	21 15%	10 10%	6 12%	19 11%	40 12%	3 9%
Tend to agree (4.0)	95 25%	37 30%	53 24%	15 18%	14 60%	55 23%	34 25%	21 22%	14 28%	40 25%	82 25%	11 34%
Neither agree nor disagree (3.0)	75 20%	21 17%	46 21%	17 20%	3 13%	43 18%	22 16%	21 21%	7 14%	29 18%	58 18%	8 26%
Tend to disagree (2.0)	80 21%	21 17%	49 22%	12 14%	- -	43 18%	20 15%	22 23%	11 23%	32 20%	72 22%	5 16%
Strongly disagree (1.0)	82 22%	26 21%	45 20%	25 28%	1 4%	61 26%	38 27%	23 24%	10 21%	38 24%	75 23%	5 15%
Don't know	5 1%	4 3%	1 *	- -	1 5%	3 1%	3 2%	- -	1 2%	4 2%	5 2%	- -
Net: Agree	140 37%	51 42%	81 36%	33 38%	18 78%	87 37%	55 40%	32 32%	20 40%	59 36%	122 37%	14 43%
Net: Disagree	162 42%	47 38%	95 42%	36 42%	1 4%	104 44%	58 42%	46 46%	21 43%	71 43%	147 44%	10 31%
Mean Score	2.84	2.94	2.87	2.87	3.90	2.80	2.85	2.72	2.88	2.80	2.82	3.06
Standard Deviation	1.341	1.358	1.334	1.507	.875	1.404	1.463	1.323	1.374	1.365	1.361	1.237
Standard Error	.069	.125	.090	.162	.187	.092	.126	.134	.198	.109	.075	.219
Error variance	*	.02	.01	.03	.03	.01	.02	.02	.04	.01	.01	.05



Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - It is acceptable to artificially increase profits in the books as long as no money is stolen

BASE: All people managers

	Gender				Age				Region			Working status		Public-Private sector		Seniority		People Manager	
	Total	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	North and Central England	London and South England	Scotland, Wales and NI	Full time	Part time	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager
Significance Level: 95%		a	b	*c	a	b	c	*d	a	b	c	a	b	a	b	a	b	a	*b
Unweighted Total	380	231	149	-	133	181	66	-	164	156	60	309	71	154	226	253	127	380	-
Weighted Total	382	235	147	-	134	185	63	-	169	152	60	312	70	155	227	254	128	382	-
	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-
Strongly agree	(5.0)	23	13	9	-	15	7	-	14	8	1	17	5	9	13	14	8	23	-
		6%	6%	6%	-	11%	4%	-	8%	5%	2%	6%	7%	6%	6%	6%	6%	6%	-
					bc														
Tend to agree	(4.0)	41	24	17	-	22	15	3	14	23	4	33	8	19	21	30	10	41	-
		11%	10%	11%	-	17%	8%	5%	8%	15%	7%	10%	12%	12%	9%	12%	8%	11%	-
					bc														
Neither agree nor disagree	(3.0)	69	40	29	-	36	27	6	31	29	9	56	13	31	38	44	25	69	-
		18%	17%	20%	-	27%	14%	10%	19%	19%	15%	18%	19%	20%	17%	17%	20%	18%	-
					bc														
Tend to disagree	(2.0)	78	51	28	-	22	42	14	34	30	14	65	14	38	40	54	24	78	-
		21%	22%	19%	-	17%	23%	23%	20%	20%	23%	21%	20%	25%	18%	21%	19%	21%	-
Strongly disagree	(1.0)	163	105	59	-	33	91	39	73	58	31	136	28	52	111	111	53	163	-
		43%	45%	40%	-	25%	49%	62%	43%	38%	52%	43%	40%	34%	49%	43%	41%	43%	-
					a	a								a					
Don't know		8	2	6	-	5	2	1	3	4	1	6	2	5	3	1	7	8	-
		2%	1%	4%	-	4%	1%	2%	2%	3%	2%	2%	3%	3%	1%	*	6%	2%	-
				a												a			
Net: Agree		63	37	26	-	38	23	3	27	31	5	50	13	28	35	45	18	63	-
		17%	16%	18%	-	28%	12%	5%	16%	20%	9%	16%	19%	18%	15%	18%	14%	17%	-
					bc					c									
Net: Disagree		242	155	86	-	56	133	53	107	89	45	200	41	91	151	165	77	242	-
		63%	66%	59%	-	41%	72%	84%	63%	58%	75%	64%	59%	59%	66%	65%	60%	63%	-
					a	a				b									
Mean Score		2.15	2.10	2.22	-	2.72	1.94	1.56	2.16	2.27	1.82	2.12	2.25	2.30	2.05	2.15	2.15	2.15	-
					bc	c				c									
Standard Deviation		1.258	1.243	1.283	-	1.336	1.160	.856	1.297	1.275	1.047	1.246	1.313	1.241	1.262	1.259	1.261	1.258	-
Standard Error		.065	.082	.107	-	.118	.087	.106	.102	.103	.136	.072	.158	.102	.085	.079	.115	.065	-
Error variance		*	.01	.01	-	.01	.01	.01	.01	.01	.02	.01	.03	.01	.01	.01	.01	*	-



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Q14b. To what extent do you agree or disagree with each of the following statements? - It is acceptable to artificially increase profits in the books as long as no money is stolen

BASE: All people managers

	Sector						Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		
	Total	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/very large (250+)	Yes	No	Don't know	Yes	No
Significance Level: 95%		a	b	c	d	e	f	a	b	c	d	e	f	g	a	b	c	a	b
Unweighted Total	380	92	57	33	77	101	20	8	114	96	110	52	210	162	123	227	30	70	292
Weighted Total	382	94	57	33	77	101	20	8	114	97	111	52	211	163	124	227	30	71	292
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree (5.0)	23 6%	5 6%	4 7%	1 3%	4 5%	5 5%	3 15%	- -	6 5%	8 9%	6 6%	2 4%	14 7%	8 5%	15 12%	7 3%	- -	13 19%	9 3%
Tend to agree (4.0)	41 11%	12 13%	8 14%	- -	11 15%	5 5%	4 20%	1 12%	12 11%	12 13%	13 12%	2 4%	25 12%	15 9%	15 12%	22 10%	3 10%	12 17%	26 9%
Neither agree nor disagree (3.0)	69 18%	24 25%	10 17%	7 21%	9 12%	17 17%	2 10%	1 13%	27 24%	14 15%	21 19%	5 10%	42 20%	26 16%	23 18%	34 15%	12 40%	16 23%	44 15%
Tend to disagree (2.0)	78 21%	19 21%	12 21%	8 24%	14 18%	22 22%	3 15%	2 24%	22 19%	25 26%	21 19%	8 15%	47 22%	29 18%	24 20%	50 22%	4 13%	7 10%	68 23%
Strongly disagree (1.0)	163 43%	32 34%	21 37%	17 51%	35 46%	49 49%	8 41%	4 51%	45 40%	36 37%	45 41%	33 63%	81 38%	78 48%	45 36%	108 47%	10 34%	21 30%	139 48%
Don't know	8 2%	1 1%	2 3%	- -	3 4%	2 2%	- -	- -	1 1%	1 1%	4 4%	2 4%	2 1%	6 4%	1 1%	6 3%	1 3%	1 1%	6 2%
Net: Agree	63 17%	17 19%	12 21%	1 3%	15 20%	10 10%	7 35%	1 12%	18 16%	20 21%	19 17%	4 8%	39 18%	23 14%	31 25%	29 13%	3 10%	26 36%	35 12%
Net: Disagree	242 63%	52 55%	33 58%	25 76%	49 64%	72 71%	11 56%	6 75%	67 59%	61 63%	66 60%	41 79%	128 61%	108 66%	70 56%	158 69%	14 46%	28 40%	207 71%
Mean Score	2.15	2.34 ce	2.32 c	1.79	2.11	1.93	2.53	1.86	2.22 e	2.29 e	2.19 e	1.65	2.25 e	2.02	2.44 b	1.96	2.28	2.86 b	1.95
Standard Deviation	1.258	1.241	1.321	.989	1.316	1.162	1.572	1.118	1.235	1.320	1.270	1.093	1.272	1.239	1.415	1.156	1.069	1.501	1.138
Standard Error	.065	.130	.178	.172	.153	.117	.351	.395	.116	.135	.123	.155	.088	.099	.128	.078	.198	.181	.067
Error variance	*	.02	.03	.03	.02	.01	.12	.16	.01	.02	.02	.02	.01	.01	.02	.01	.04	.03	*



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Q14b. To what extent do you agree or disagree with each of the following statements? - It is acceptable to artificially increase profits in the books as long as no money is stolen

BASE: All people managers

	Total	Incentives to act ethically offered		Employee ethics		Employer support				Employer provision of information		
		Yes	No	Most ethical	Least ethical	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	a	*b	a	b	c	d	a	b	c
Unweighted Total	380	123	223	87	23	235	138	97	49	161	331	32
Weighted Total	382	124	223	86	23	236	138	98	49	162	333	32
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	23	6	-	9	18	13	5	1	11	23	-
	6%	13%	3%	-	39%	8%	10%	5%	2%	7%	7%	-
		b										
Tend to agree	(4.0)	41	13	2	9	27	17	10	3	21	41	-
	11%	20%	6%	2%	39%	12%	13%	10%	6%	13%	12%	-
		b								c	c	
Neither agree nor disagree	(3.0)	69	38	14	3	36	20	16	6	26	55	8
	18%	16%	17%	16%	13%	15%	15%	16%	12%	16%	16%	26%
Tend to disagree	(2.0)	78	45	19	1	42	22	20	14	32	65	10
	21%	22%	20%	22%	4%	18%	16%	21%	28%	20%	19%	31%
Strongly disagree	(1.0)	163	114	50	1	110	64	45	24	67	143	14
	43%	27%	51%	58%	4%	46%	47%	46%	49%	42%	43%	44%
			a									
Don't know		8	6	1	-	2	1	1	1	4	7	-
	2%	1%	3%	1%	-	1%	1%	1%	2%	2%	2%	-
Net: Agree		63	20	2	18	46	31	15	4	33	63	-
	17%	34%	9%	2%	78%	19%	22%	16%	8%	20%	19%	-
		b					d			c	c	
Net: Disagree		242	160	69	2	152	86	66	38	100	208	24
	63%	49%	71%	80%	9%	64%	63%	67%	77%	61%	62%	74%
			a									
Mean Score	2.15	2.70	1.86	1.63	4.04	2.16	2.22	2.07	1.82	2.22	2.19	1.82
		b										
Standard Deviation	1.258	1.410	1.091	.848	1.056	1.336	1.401	1.240	1.035	1.316	1.304	.826
Standard Error	.065	.128	.074	.091	.220	.088	.120	.127	.149	.105	.072	.146
Error variance	*	.02	.01	.01	.05	.01	.01	.02	.02	.01	.01	.02

